We Need Your Input!

We have been bargaining with the hospital for several months. While we have reached agreement on many subjects and are down to the final few items, including wages and differentials. The bargaining team needs your input and help to know how best to proceed on your behalf. The following is a description of the issues that we need your feedback on. Please read through this list and then complete our survey to let us know where you stand.

Article 1 Recognition and Membership

Membership in the union is what provides us our unified voice at the negotiation table. The stronger our membership numbers are, the stronger our voice is. We have proposed that all employees who are covered under and benefit from the agreement pay for the cost of having an agreement. The hospital wants to allow employees to “opt out” and neither join nor pay a fair share cost. Allowing people to opt out hurts our union and the hospital knows it.

Article 4 Compensation (Differentials)

We have come to basic agreement on the wage scales and staff’s ability to move up the wage scales with years of experience. We are still negotiating over which differentials will be paid and how much each will be. The hospital is tying all economic proposals together.

Differentials under discussion include:

- Shift differential: ONA has proposed $2 for evenings and $5 for nights. Hospital has proposed $1.50 and $2.50 respectively.
- On call differential: ONA has proposed $4.75 for all hours (including holidays). Hospital has proposed $3.25 and $4.25 on holidays.
- Weekend differential: ONA has proposed $1.50. Hospital has proposed $1 (current rate).
- Preceptor differential: ONA has proposed $1 for all techs who precept a new hire. Hospital has proposed only paying Certified Scrub Techs (CSTs) to precept.

Article 5 Hours of Work (Overtime Rules)

ONA has proposed that overtime apply on a 12/40 work rule for all employees. That means overtime would be incurred after 12 hours worked in any day or 40 hours worked in any week. The hospital has proposed a 13/40 work rule, meaning that overtime would be paid after 13 hours are worked in a day.

Continued on page 2
ONA has also proposed that call-back language for techs mirror the language for nurses. The call-back rate of time-and-one-half would be paid when someone clocks out at the end of their shift. We have also proposed that each call counts as a separate two-hour minimum. The hospital wants to continue their current policy of “continuation,” meaning that a call within the first 30 minutes of the end of shift would be paid at straight time, and also any call that came in the two-hour call-back window would not qualify as a separate call-back.

**Low Census**

ONA has proposed a low census cap of 20 percent. The hospital has proposed 35 percent.

**New Article: Uniforms and Sleep Rooms**

ONA has proposed that the hospital provide a sleep room for employees on call. The hospital has refused. ONA initially proposed that if the hospital requires scrubs to be of a certain color and logo, the hospital will provide them. The hospital has recently announced that they will no longer require logos on the scrub tops, although they continue to require a color specific to modality.

**Appendix A**

ONA has proposed wage increases of 3 percent per year in each of the next two years (2021 and 2022). The hospital has countered with 1.5 percent.

We have reached a general agreement on the wage scale, except for the wages for CSTs, as they have been traditionally hard to fill positions and the market for their services can be very competitive and is changing frequently.

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**What are Your Weingarten Rights?**

In the case National Labor Relations Board vs. J. Weingarten, Inc., the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it’s important that we all know our rights in order to protect ourselves and our coworkers.

**How to Use Your Weingarten Rights**

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- Ask the supervisor or manager who is present, “Could this meeting lead to discipline or affect my personal working conditions?”
- If the answer is “Yes,” stop the meeting immediately.
- Invoke your Weingarten Rights by saying: “If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”
- Contact your ONA steward or ONA labor representative immediately, or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.