Since our last update, we have had two online bargaining sessions with the hospital and exchanged several proposals back and forth. We have reached agreement on almost all sections of our new agreement. Still outstanding is language detailing the terms of callback and the on-call rate of pay. See the table of proposals and tentative agreements for a more thorough listing of each article. See below for what is still outstanding.

**Callback**

We have gone back and forth multiple times on this language. We believe that we are close to an agreement. One of our biggest hurdles is that the hospital is reluctant to pay the on-call rate that the nurses receive. Additionally, they believe that the hours spent in call-back should be working hours. We have argued that hours on call are hours over and above an employee’s commitment and further, changing from the current practice would be a take-away.

**Annual Cost of Living Increases**

Initially we proposed 3% in each year of the agreement. Our last proposal was for 2.5% in 2021 and 2.25% in 2022. The hospital has countered with either: 4% over two years (however we split that up) or no guaranteed cost of living increased but agreeing to pay whatever they pay all other system staff. This year, that is 2% and they claim that each year has been at least 2%; although this is not guaranteed, and we would not know ahead of time what increases would be.

**Make Your Opinion Known**

Meet with Ateusa Salemi, RN labor representative on Wednesday, Nov 18. She will be in the Elkhorn conference room from 10 a.m. to 1 p.m. with copies of current proposals and tentative agreements reached to date. Should county COVID restrictions prevent an in-person meeting, a digital ZOOM option will be set up.

**Nurses Out Front: The Future of Nurse-Driven Health Reform**

Healthcare workers have not always been full partners in making decisions about health care reform despite their extensive frontline experience.

- What are nurses’ health reform priorities?
- How can nurses influence health policy?

If you are looking to make a difference, log on to an upcoming discussion on **Friday, Dec. 11, 2020**, hosted by Oregon Health Forum (OHF) and sponsored by Oregon Nurses Association (ONA). The event will also cover addressing systemic inequities and how they will shape future policy.

[Click here](#) to register for this free event today!
What are Your Weingarten Rights?
In the case National Labor Relations Board vs. J. Weingarten, Inc., the Supreme Court ruled an employee 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 and tech has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.