We Have a Tentative Agreement!

As many of you have heard via text message, the ONA team is excited to announce that we have reached a full Tentative Agreement with the hospital. While we work to put together the full contract for people to view, a summary of items won is below:

- A fully transparent wage scale, which details what rate people are hired at as well as annual step advancements.
- Low census protections, staff cannot be sent home for more than 20% of their scheduled hours.
- Just cause protections: employment is no longer “at will” and the hospital must use the principles of just cause for discipline and termination.
- A formal grievance process.
- Education funds to pay for education, professional licensure or certification costs.
- Increased call-back differential.
- Defined hours of work and overtime after 13 hours worked in a day for all covered employees.
- Quarantine benefits if exposed at work.
- Professional practice committee—a quarterly meeting where members can meet to discuss practice issues and review education requests.
- Seniority definitions.
- Cost of living increases of 4 percent over the life of the agreement, proposed expiration in Oct. 2022.

What are Our Next Steps?

The next steps in the process are to write up the full agreement in one complete document. Until now, we have been exchanging individual articles back and forth. Once the full agreement is put together, it will be made available for all of the covered employees to review. Once it has been posted for 5 days, a vote will be set up and similar to our vote to become a union, people will have the opportunity to vote to ratify this agreement. We anticipate having the ratification vote open from Nov 30 to Dec 2, and the members of the negotiation team are recommending a YES vote.

Once the agreement is ratified, most language proposals will take effect immediately, changes to base salary will take effect with the first full pay period after ratification, beginning Dec. 6, 2020 and the remainder of the changes will take effect with the second full pay period after ratification, beginning Dec. 20, 2020.
Don’t Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.

2. **No Email:** ONA does not have an email on file for you.

3. **Bad Email:** ONA has an incorrect or outdated email on file.

4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.

5. **Opted Out:** You have opted out of receiving emails.

6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.

2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

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 and techs 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!

All ONA nurses and techs have the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.