SUPPORT OUR TEAM!

Take Our Survey
We need 100 nurses in our bargaining unit to create a strong chain to move the employer. We are only as strong as our weakest link. Please encourage all nurses to complete the survey.

It is a two question survey for you to prioritize our proposals and indicate how you are able to help our team.

Our team is working to prepare for bargaining by researching other contracts, requesting information from our employer, and checking with floor nurses on potential issues. You can support us by asking other nurses to complete the survey.

Our pre-bargaining survey is open, [click here to take the survey](https://bit.ly/SPCH-PreBargainSurvey) or go to: [https://bit.ly/SPCH-PreBargainSurvey](https://bit.ly/SPCH-PreBargainSurvey), or scan the QR code with your phone. Our team wants to hear your priorities! We have identified twelve high priority areas of our contract:

- Protect seniority rights to fill vacancies
- PTO accrual for on-call hours
- Short notice premium when accepting a shift with less than 24 hours’ notice

Our contract expires June 30, 2021. We need your help! As we head into bargaining soon, please ask other nurses to complete the survey. We want to show our employer we are united.

DID YOU KNOW?

Federal Law Allows Us to Talk About Union Matters While at Work

The National Labor Relations Act defends workers talking to workers about union matters; it is as a protected activity under law. Workers cannot be disciplined or face retribution for talking to others about union issues.

What does that mean?
We can talk about union matters to a co-worker anytime we are off work while off

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We continue our series that explains how collective bargaining works. In our newsletter issue (www.OregonRN.org/89), we discussed the importance of our members showing support for our team. The best way to move the employer is to have the field of union members demonstrate their visible backing for our team at the table. We will ask everyone to attend a bargaining session, even for a few minutes.

In this issue, we explain some jargon that you’ll hear at the table. Proposals are presented in a redline format, where the red words are proposed changes to the existing language. Underlined words are proposed insertions and words struck through are proposed deletions.

Federal law prohibits both sides from “regressive” or backwards bargaining. Regressive bargaining occurs when one side offers a proposal that asks for more than an earlier proposal. Since it has the effect of moving the parties further apart—away from an agreement—it is illegal. When one side offers a regressive proposal, the other party may file a complaint with the National Labor Relations Board (NLRB), which is the federal agency charged with enforcing the law.

The law requires both parties to bargain in “good faith.” However, this sets a low bar to achieve. To bargain in good faith means meeting with the other party at reasonable times, presenting proposals, listening to the other party’s proposals, and making a genuine effort to reach an agreement. It does not mean that either party must move from their original proposals or that they must agree to the other party’s proposals. Good faith bargaining does not require either side to compromise or find a middle ground.

Each proposal is responded to by the other party, where they can accept, reject or offer counter proposals. Counterproposals can continue back and forth until both sides agree on specific language.

When one party accepts the other side’s proposal, it is often called a Tentative Agreement (or TA). A TA means that both sides agree to particular language for a provision. The TA language will be signed by both lead negotiators to signify we are in agreement. The TA-ed language will appear in the final redline to be presented for ratification.

Supposals are informal presentations, which ask, “if we proposed such-and-such, how would you respond?” It allows the parties to think creatively without being subject to a regressive bargaining claim.

Watch for Part Three of our bargaining primer in our next newsletter. We’ll explain the later stages of negotiations, including packages and ratification.

What about when I am on the clock?

While on the clock, we are there to work. However, if there is “downtime” (ha ha, yeah, right!), we can talk about union matters so long as it does not disrupt our work or interfere with client care.

hospital property. Further, we can talk to others while off the clock in non-work areas of hospital property. That is, on our meal or rest periods, we can discuss union issues in the breakroom, the cafeteria, and the parking lot.
Run for an ONA Statewide Position

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open through March 22.

To learn more and complete your Consent to Serve form to declare your candidacy, visit: www.OregonRN.org/Elections

ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.OregonRN.org/Event/2021BULC for more details as they are finalized.

www.OregonRN.org/Event/2021BULC
ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift.

Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training and date that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training