Let’s Get Ready for Bargaining!

We are holding one-hour workshops for **Bargaining 101 Training**. These sessions will be open to all ONA nurses in person in Klamath Falls on **Thursday, December 1:**

- 9:00 a.m. to 10:00 a.m.
- 5:15 p.m. to 6:15 p.m.
- 6:30 p.m. to 7:30 p.m.

This training will introduce basic bargaining concepts to nurses who have not been active previously, but all ONA members are welcome to attend.

**LEARN HOW TO:**
- Build power to support our team at the table.
- Carry out solidarity actions.
- Roles of bargaining team, contract action team, union members.

Register by **Wednesday, Nov. 23 at noon** to Gary Aguiar at [aguiar@oregonrn.org](mailto:aguiar@oregonrn.org).

Once you register, we will share the location of the meeting.

**JOIN THE MOVEMENT!**

Join our team!

Our bargaining team encompasses our executive committee and up to two additional at-large members.

We currently have three executive committee vacancies. If you would like to serve as an officer or as an at-large bargaining team member, please contact Megan Romero, our bargaining unit chair, or our labor representative.
Our current collective bargaining agreement expires December 31, 2023. Our bargaining team wants to be fully prepared for this round of bargaining. Beginning with this newsletter, we provide a series of articles to help nurses understand the process.

Negotiating a labor contract is a complex and often messy process. Initially, each side prepares and presents bargaining proposals to change the language of our existing contract. Thus, it is often called “bargaining a successor agreement” as compared to the situation where newly represented employees negotiate their first contract.

Many people suggest bargaining a labor contract is similar to buying a house or a car. The seller sets their price high, and the potential buyer lowballs their initial offer. With the sale of a single asset, the marketplace is full of potential buyers and many commodities are available for sale. In a labor contract, the employer holds a monopsony position, they are the sole purchaser of our nurse labor skills. We are a monopoly, the sole provider, or seller, of nurse labor. Economists characterize this relationship as imperfect market conditions, where normal pricing pressures are absent.

Moreover, we also are bargaining a myriad of non-economic working conditions, like scheduling, mandatory call, hiring, PTO. Perhaps, a better analogy is a marriage. We have had a labor contract with Sky Lakes Medical Center for three decades. Our contracts could be conceptualized as a series of temporary compromises, where every time we bargain each party gets some, but not all, of what it wants.

A second misconception that may people bring is that the work is only done at the table. Our bargaining team works hard by listening to nurses, developing and drafting proposals, researching facts and arguments, asking questions of the employer, and trying to find a resolution. However, ONA’s experience teaches us that the best bargaining team, the smartest lead negotiator, and well-researched proposals are not enough to move the employer.

Instead, our experience is that when a bargaining unit comes together in visible solidarity actions, the employer responds. Restated, to move our employer we need to show our unity in job actions like wearing buttons and stickers, displaying car signs, showing up at the bargaining table, sharing selfies and groupies of why we support our proposals, and unity breaks. When workers unite, we move the employer.

Join the team!

Our bargaining team has five current vacancies. If you know anyone interested, please contact any executive offer or our labor representative Gary Aguiar 503-444-0690 Aguiar@OregonRN.org.
Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories

Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.

Find more information at www.OregonRN.org/aft-summer.

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.
REMINDER OF YOUR RIGHTS AS AN ONA MEMBER

Rights as a Member:

- Discuss your terms and conditions of employment or union matters with your co-workers or your ONA Labor Representative. If you are allowed to discuss anything that isn't directly related to work in any non-patient area, you may discuss your union and workplace conditions. *If you can discuss your kids' baseball game, you can discuss your union!*
- Wear union logo, including badge backer (with Weingarten rights), badge pulley, buttons, stickers
- Job protection and anti-retaliation rights:
  - **Weingarten rights:** rep attend any investigatory meeting,
  - **Just cause:** due process rights to full and fair investigation,
  - **Progressive discipline:** cannot be fired for light and casual reasons, must move through steps, moved up the ladder,
  - **Internal grievance process** supported by reps and
  - Any formal action against you that is retaliatory is subject to National Labor Relations Act. We can file an unfair labor practice complaint.

What Management Cannot Do:

- Prohibit you from talking about union matters during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, transfer you, reduce your hours or change your shift, or otherwise take adverse action against you.
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.
- Spy on or videotape peaceful union activities or pretend to do so.

Any questions? Talk to your ONA executive team, Your department ONA Steward or your ONA Labor Representative.

Gary Aguiar, text/call 503-444-0690 or Aguiar@OregonRN.org