On Aug. 5, 2019, our bargaining team met with management for our sixth session and received their economic proposal. SLCH’s chief negotiator Scott Russell said their first offer for wage increases was one percent for each year of the contract. The bargaining team expressed their disappointment at the low starting point and stated that the cost of living is currently increasing at 2.7 percent.

The bargaining team also spoke to administration about paid time off (PTO) and the importance of it, however, no official agreements were made.

**Article 12 - Professional Development**

The bargaining team passed a counter proposal regarding the importance of having the tuition reimbursement grid in the contract. The current practice is covered by hospital policy; however, we have seen a decrease in the amount of coverage since the last contract was bargained.

**New Article yet to be numbered**

Both sides have agreed to move all the surgical services language into its own article. This was done at the request of both sides to decrease confusion.

**Article 19 - Retirement**

The bargaining team passed a counter proposal regarding the percentage of employer’s contribution to our retirement plan. Management wants all employees to drop to a two percent contribution. The bargaining team spoke to management regarding how important it is for nurses to have a good retirement.

Next session is Thursday, Aug. 15, 2019 at 10 a.m. in Conference Room D. Nurses are always welcome to watch bargaining.
Your Union, Your Rights (continued from page 1)

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. They cannot threaten to take any of these actions because you join or support a union, you engage in concerted activity for mutual aid and protection, or you choose not to engage in any such activity.
- Prohibit you from wearing union hats, buttons, t-shirts and pins in the workplace except under special circumstances.
- Spy on or videotape peaceful union activities or pretend to do so.
- Engage in Direct Dealing with employees, or change working conditions without union input.

What does it mean to be “direct dealing”? In general, an employer is obligated to bargain over its employees’ wages and other terms and conditions of employment when a union represents those employees. The union is the legally recognized representative of the employees. Doing otherwise, cutting individual deals with nurses without agreement by the union, is prohibited by law. Direct dealing is when an employer and employee discuss and take action without the union’s knowledge or presence in matters that fall within the scope of mandatory subjects of bargaining.

Changes to working conditions happen when a new policy comes up that changes the way that your day-to-day work happens, or creates a new circumstance for possible discipline. For instance, requiring nurses in certain departments to wear color coded scrubs, changing a requirement about education or licensing, or changing a scheduling system or vacation approval policy.

Any questions? Talk to your ONA executive committee, your department ONA Steward or your ONA Labor Representative, Christine at Hauck@OregonRN.org.

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit www.OregonNursesFoundation.org for more information or to donate.

Visit ONA’s Facebook page from 2-2:30 p.m. on Aug. 14, 2019 to hear from our nurse practice consultants. They’ll be taking questions about everything from nurse staffing and scope of practice to continuing education. If you can’t see it live, it is archived for viewing later.

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