Another Round of Bargaining

ONA/STC-R Officers

- Chairperson: Kati McWhortor, RN, Same Day Surgery
- Vice Chair: Emilie Bonney, RN, Pre-Surgery Clinic
- Secretary: Emily Kunkel, RN, Emergency
- Treasurer: Linda Ovens, RN, ICU
- Grievance Chair: Vacant
- Membership: Vacant
- PNCC Chair: Teresa Gillette, RN, Same Day Surgery
- At-large: Shoshanna Egbert, RN, Same Day Surgery
- At-large: Heather Quatre, RN, Same Day Surgery

Your St. Charles-Redmond bargaining team met on Wednesday, Oct. 30 at Eagle Crest. We are still working on many issues and waiting to hear back from the administration on wages. Here is a synopsis of what happened today.

MANAGEMENT PROPOSED THE FOLLOWING

- Five-year contract (ONA proposes four years)
- Changing 1.2 to advise newly hired nurses at 90 days, instead of current language at 30 days, of the nurses’ obligation to come into the bargaining unit. (ONA declines. Agreed to keep the contract language and that the hospital does not advise newly hired nurses.)
- Not to print ONA contracts at all and have it only available online. (ONA declines. Hospital agrees to keep the current printing practice.)
- Remove extra shift compensation ($12/hour for each hour worked) for extra weekend shifts in addition to contract obligation. (ONA declines.)
- Added to 4.5 (education or other activities that is not direct patient care in excess of the basic work day/work week) will only be compensated at straight time. (ONA declines.)
- Schedules coming out every four weeks as compared to current practice of once a month on the 15th. (ONA declines.)

NEXT BARGAINING DATES

Nov. 6-7, 2019

If you have any questions, please contact your ONA/STC-R Executive Team or your Labor Representative, Renee Ruiz, at 503-293-0011 ext. 1330, or at Ruiz@OregonRN.org.
Another Round of Bargaining (continued from page 1)

- Remove in entirety Retiree Relief Nurses (ONA declines. Hospital agrees to keep Retiree Relief Nurses.)

- Add: “A specialty coordinator shall not receive both the specialty coordinator and charge nurse or relief nurse differential.” (ONA declines.)

- 5.8 Hospital agrees to give nurses 21 days notice of termination (ONA’s proposal).

- Remove in entirety 6.6 Sabbatical Leave. (ONA declines.)

- 6.7 Remove all language supporting education leave except the first sentence. (ONA declines.)

- 6.8 Add managerial discretion of returning to a position based on departmental needs after a leave of absence, if the nurse doesn’t return in 30 days, the position will be posted. (ONA declines.)

- That only one (ONA had proposed “at least one”) RN from the Redmond bargaining unit will participate in the Medical Benefits Advisory Committee. (ONA declines and suggests representation equal to other campuses.)

- 9.3 Added “designee” as an option instead of CNO. (ONA declines.)

- 12.5 Changed seven business days to five calendar days. (ONA declines, counters seven calendar days.)

- 12.7 B Add HR for eight-hour incremental partial shift. (ONA declines.)

- 12.7 E Added new language laying out Voluntary Low Census Call-Off, that lays out when two or more nurses volunteer for low census how call off shall commence: 1) mutual agreement between the nurses; 2) rotation (called off furthest shall be granted); 3) if there is a tie, seniority prevails. Other voluntary HR practices currently in practice to continue as is. (ONA under review.)

- 12.7 G Completely remove the “75% rule.” (ONA declines.)

- 12.7 H Charge nurse/relief charge nurse will be considered regular nurses for purposes of call-off.

Did you know that St. Charles Redmond ONA has their own private Facebook group? If you’d like to be added go to - https://www.facebook.com/groups/500134130344466/ to sign up. Or search for: Nurses Corner Redmond St. Charles

(ONA agrees.)

- 12.9 Removes nurses’ seniority when moving out of bargaining unit and subsequently moves back in (ONA declines and puts forward their original proposal.)

- Letter of Agreement (LOA) re: Periop department (ONA under review.)

- Removed LOA for PAC and
Another Round of Bargaining (continued from page 2)

Stand By as positions eliminated. *(ONA under review.)*

**MANAGEMENT DECLINED ONA’S PROPOSALS:**

- Short rest language at ten hours.
- Declined staffing committee in contract. *(ONA resubmits their proposal.)*
- Negotiating team being added as paid. *(ONA resubmits their proposal.)*
- Workplace safety and violence in contract.
- Flu vaccination policy in contract.
- Changes to relief nurse requirements and compensation.
- Critical needs compensation.

**ONA PRESENTED THE FOLLOWING:**

- ONA’s economic package included a proposed wage increase of 20 percent over four years (2.5 percent every six months).
- Additional Steps for 26 years (2 percent over step 23) and 30 years (2 percent over step 26).
- Charge nurse differential of $3.50 for all compensated hours.
- Preceptor differential of $2.00.

---

**Get ONA Bargaining Updates via Text**

Don’t miss critical info. about bargaining, contract proposals, events and meetings at STC-R or other important ONA news. To receive ONA messages for STC-R text: ONASTCR to 43506.

Sign up now to receive limited, timely updates on what’s happening in your bargaining unit and across the state.

**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.
Know Your Weingarten Rights!

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 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.

You Have a Right to Representation

Every nurse has discussions with supervisors about job performance. When this happens to you, there is an important question to ask your boss, “Could this meeting lead to discipline or affect my personal working conditions?”

If the answer is “Yes,” stop the meeting and 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.”

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.”

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, Renee Ruiz, at Ruiz@OregonRN.org. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.