

MEDICAL INTERPRETERS IN OREGON ARE FORMING A UNION!

UNITING TO IMPROVE WORKING CONDITIONS FOR MEDICAL INTERPRETERS



OUR MISSION AND WHO WE ARE:

**A multilingual
organization by and for
interpreters dedicated
to advocating for
interpreters and Limited
English Proficient (LEP)
individuals in all
communities in Oregon.**

For more info, upcoming
events, and how to become
a member, visit
interpretersinaction.org

OUR VALUES

Advocacy

We are committed to interpreters having a strong voice in the decisions that impact our work including fair standards for our labor and access to quality training throughout Oregon. We educate community members, service providers and LEP individuals about language access rights and best practices for working with interpreters.

Inclusivity

We value equity. We support immigrant and refugee communities. We believe all people deserve to be treated with respect. We seek diverse viewpoints in order to learn from them. Our organization aims to include all regions of Oregon and seeks out interpreters of Languages of Lesser Diffusion (LLD).

Professionalism

We believe that all interpreters should demonstrate professional conduct and ethical behavior. We advocate for quality professional development opportunities and high standards as fundamental rights and responsibilities of quality professional interpreters.

Unity

We work together cooperatively and not competitively. We support interpreters in Oregon throughout all of our communities. We believe that by joining together and sharing experiences we can build a community by and for interpreters.

OREGON INTERPRETERS IN ACTION



Gov. Kate Brown signing our legislation!

WHAT WE ARE FIGHTING FOR IN OREGON

Medical interpreters in other states like California and Washington have already formed unions. Because medical interpreters in those states united as a union, they have won better working conditions, pay, and benefits, and have transformed the profession into a sustainable career path. We know we deserve the same rights and benefits as those states and that's why we're forming a union in Oregon!

Medical interpreters in Washington formed their union in 2011. These are the wage increases they've won by having a union contract. This is why we're joining together and uniting in Oregon! There is strength in a union!



Washington State HCA (Medicaid) HOURLY RATE	
July 2019	\$41.00
July 2018	\$39.76
July 2017	\$38.50
July 2016	\$38.00
July 2015	\$37.10
July 2014	\$32.50
July 2013	\$32.00
July 2012	\$31.50
July 2011	\$30.00
FIRST UNION CONTRACT	
July 2010	\$21.00

interpretersunited.wfse.org

MEDICAL INTERPRETERS IN OREGON DESERVE

- LIVABLE WAGES
- FAIR SCHEDULING PRACTICES
- PAID TIME OFF
- AFFORDABLE HEALTHCARE
- RETIREMENT BENEFITS
- WORKERS' COMPENSATION INSURANCE
- ETHICAL POLICIES AND PROCEDURES
- A GRIEVANCE PROCESS WITHOUT RETALIATION

HOW WE WILL FORM OUR UNION

Last year we passed legislation...

Now as independent contractors we can form a union! Here's how we'll do it:

1. Talk to medical interpreters across the state, see what issues are most important and what changes interpreters want to see in a contract with the state.
2. Medical Interpreters sign cards to form and join our union. Cards are confidential so your personal information will not be shared with agencies.
3. Once we reach a majority of certified and qualified interpreters signed up on union cards, we will file for recognition with the state of Oregon.
4. We're recognized as a union!
5. Send out surveys to all medical interpreters to prioritize our needs like raises, benefits, travel reimbursement, compensation for cancelled appointments, continuing education funds, etc.
6. Elect our bargaining committee. They will represent us at the bargaining table.
7. Begin negotiations with the state to create a legally binding contract that all agencies, hospitals, and clinics have to follow and abide by.
8. All union members vote on the contract.
9. If a majority votes yes, the contract will go into effect and we will have rights as medical interpreters!
10. Once a contract is decided, voted on, and ratified, we will be full-fledged, dues-paying members of our union!



Oregon Interpreters in Action works in partnership with Oregon AFSCME