

Increasing Density in Existing Bargaining Units

Whereas the House of Delegates in 2018 voted with an overwhelming majority to pass the bylaws amendment to allow Allied Healthcare Workers to be represented by the Oregon Nurses Association (ONA);

Whereas the bylaws amendment provided that the percentage of allied healthcare workers in ONA shall not exceed 5 percent of the total ONA membership and the actual percentage represented is less than 1 percent for the first two years;

Whereas the ability to gain strength by growing the membership base ensures the power of ONA's solidarity;

Whereas ONA's membership priorities had previously been focused on retaining members in light of the US Supreme Court's decision in *Janus*;

Whereas ONA has moved beyond the emergent phase of *Janus* after growing its membership beyond the number of fair-share payors that were lost after the *Janus* decision; and

Whereas member leaders in our existing facilities have asked us to organize allied healthcare workers and residual groups of nurses that are not represented;

Whereas now that ONA has grown past the emergent *Janus* time period, the focus for growing the allied healthcare workers membership numbers is at hand.

Resolved, that the Oregon Nurses Association (ONA), its staff and members

1. actively seek and engage unrepresented nurses and allied healthcare workers in facilities where ONA is already representing members
2. assess the level of interest and focus on facilities with the most support
3. direct labor representatives and bargaining unit leadership to work with external organizers to identify potential members
4. urge labor reps, ONA cabinet members, and external organizers to actively work to educate existing bargaining unit members concerning the power and solidarity of increasing the membership density
5. urge ONA's Board of Directors to allocate funding to employ staff and support organizing campaigns when once an acceptable level of momentum has been reached
6. request the Economic & General Welfare Cabinet or other appropriate Cabinet to create a subcommittee of allied healthcare workers and nurse allies to support this work.