

ONA-Sky Lakes (SKY) Executive Committee

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OR

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Post Surgical Unit

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Stay Connected with ONA-Sky Lakes

Your Oregon Nurses Association (ONA)-Sky Lakes (SKY) officers are asking for your assistance to keep you informed about our activities. We are missing personal email addresses from many of you. Your officers and unit representatives are going around each unit to ask for updated information. At that time, please confirm your home or cellphone number with them as well. Or you can provide your contact information to our labor representative Gary Aguiar.

This will be an important year for us, as

our officers work to rebuild our membership base. We are looking for nurses who are willing to step up to become an active ONA member, a unit representative, attend an ONA meeting, participate in bargaining and so on.

Your newly re-elected officers are president Juliann Underwood, Operating Room (OR), vice president Greg Collins (OR), secretary Jaime Delzotti (Post Surg), and treasurer Heather Mitchell (Day Surg).

Build Nurse Power Through ONA

Is ONA a labor union or a professional association?

ONA is both a labor union AND a professional association. Our professional services department employs experienced RNs as Nurse Practice Consultants. These nurses assist our members with practice issues, including staffing. They work directly with housewide staffing committees to implement the revised Oregon Nurse Staffing Law. We are also a labor union that collectively bargains on behalf of all nurses with the employer.

How does ONA operate?

ONA is a democratic organization of

members, who work together to solve common problems. We operate best when we employ the concept of "shared leadership," where every member assumes a responsibility to become active in our association at some point in their career.

What are the key functions of a successful association?

The key components are communication and active members. Problem-solving begins when nurses talk to other nurses. Unit representatives occupy a critical position in binding workers together.

What do unit representatives do?

Unit representatives are our on-the-floor

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Build Nurse Power Through ONA

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shop stewards who serve other nurses as a resource and conduit of information. Unit representatives are often the first contact for a nurse who has a contractual question. They may mentor and counsel other nurses, attend disciplinary hearings, organize nurses to take collective action, and file grievances.

We need unit representatives!

This year, we will be building our unit representative structure at Sky Lakes Medical Center in preparation for bargaining next year. Ideally, we would like a unit representative on every shift, every day, in every unit. Unit representatives do not serve a defined term of office, but may step up or down depending on their career and personal obligations.

Federal Law Protects Concerted Activity

The National Labor Relations Board (NLRB), an agency of the federal government, protects workers' rights, including the **right to act together to try to improve their pay and working conditions**. This protected concerted activity is written into the original 1935 National Labor Relations Act and has been upheld in federal court.

Generally, concerted action requires two or more employees acting together to improve wages or working conditions, but the action of a single employee may be considered concerted if he or she acts on behalf of others.

If you have questions, please contact the NLRB www.nlr.gov or 1-866-667-NLRB.

“Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities.” -Sec. 7, NLRA



Featuring courses on topics such as:



Health Effects of Climate Change



Hospital Nurse Staffing



Medical Marijuana for Pain



How Laws are Made in Oregon

As part of ONA's ongoing efforts to best serve our members and every nurse in Oregon, we are excited to present OCEAN (Oregon Continuing Education Activities for Nurses) online continuing education. www.OregonRN.org

This new learning environment provides continuing education (CE) opportunities to ONA members and nurses across the region, in a convenient and user-friendly format. The OCEAN system features:

- **Self-paced, independent learning modules, covering a broad range of topics and encompassing all levels of nursing practice**
- **CE that is conveniently accessible 24 hours a day**
- **The ability to house each learner's CE history for easy access and retrieval**

You can find out more about using OCEAN online CE by visiting the ONA website www.OregonRN.org. *We encourage you to enjoy the courses currently available and be sure to check back regularly as more courses are added.*