Committee Member Election

Nominations for Staffing, Insurance and Safety Committee have closed. Thank you to all who submitted nominations and to those who have consented to serve.

If a position only received one qualified nominee, that nominee will be placed in the position. For positions where there was more than one qualified nominee, an online election will be held.

Nurses who are an ONA member and in good standing, may vote online at www.surveymonkey.com/r/2019ONAGRHCmmMemElect. Voting will be open until Aug. 13, 2019 at midnight.

Staffing committee elections are open to nurses in their own departments. Top vote individual will be selected, second place will be unit alternates. If only one person consented to serve, alternates will be appointed by the GRH executive committee. Insurance and safety committee positions will be selected by all eligible nurses.

Your Union, Your Rights

As a member of ONA, you are a member of a labor union and have specific rights guaranteed by the National Labor Relations Act (NLRA).

Rights as a Member:

• Bargain collectively through representatives of employees’ own choosing for a contract with your employer setting your wages, benefits, hours and other working conditions.

• Discuss your terms and conditions of employment or union organizing with your co-workers or your ONA Labor Relations Representative.

• TAKE ACTION with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency and seeking help.

What Management Cannot Do:

• Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-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. Cannot threaten to take any of these actions, because you join or support a union, because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.

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Your Union, Your Rights

• 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/GRH executive team, your department ONA Steward or your ONA Labor Representative.

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.

www.facebook.com/OregonNursesAssociation

ONA’s Know Your Rights training helps nurses understand their contract, know their rights under the contract and build a stronger union. The trainings cover the basics of contract enforcement and workplace organizing.

Understanding your rights as an ONA nurse is one of the most important things you can do to empower yourself and your coworkers, advance your career, unlock worker protections, secure help in disciplinary procedures and grievances as well as access members-only benefits.

Completing this training prepares you to become a steward, but you do not have to become a steward if you take this training.

To learn more and to register online, go to your bargaining unit webpage at www.oregonrn.org/61.

Saturday, Aug. 2, 2019
10 a.m. - 2 p.m.
Grand Ronde Hospital
Mt. Emily East

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