ONA 2020 Convention:
House of Delegates Nominations

It’s time to send delegates to ONA’s biannual House of Delegates. GRH is allowed to send 5 delegates to the HOD in May of 2020. You may nominate a coworker or yourself. Nominations open Jan. 1, 2020 and close Jan. 31, 2020. Please see here for more information. Statewide elections are also open beginning in January, see here for more information and a list of open positions.

Exciting Things Happening in Eastern Oregon

Last month, ONA history was made when the Saint Alphonsus Baker City Technical Unit was established. This is the first non-nurse bargaining unit in ONA’s history and a huge step forward for worker rights in Eastern Oregon. As the nurses at Grande Ronde know, when we stand together, we win! The technical unit consists of employees such as: surgical scrub techs, respiratory therapists, radiology and lab techs.

Get ONA Text Updates at Grande Ronde Hospital

Stay up-to-date on your ONA contract negotiations, bargaining actions, events and meetings at Grande Ronde Hospital with ONA text messages. ONA text messages offer limited, timely updates on what’s happening in your bargaining unit.

To receive ONA text messages, text:

ONAGRH to 43506

Text and data rates may apply.
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.

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.”
- Contact your ONA steward or ONA labor representative immediately, or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.

SAVE THE DATE!
ONA Convention and House of Delegates
May 18-19, 2020
Portland, OR

The convention's theme is "Rising Up Together" and will feature sessions on professional development, nursing practice and workplace issues, as well as topics critical to ONA's strategic plan including equity and inclusion.

Registration is open at [oregonrn.org/events](http://oregonrn.org/events)