ONA/GRH Executive Committee

President:
Molly Gornowicz, RN,
ICU/CCU

Vice President:
Autumn Strand, RN, ED

Secretary/Treasurer:
Bill Leary, RN, PACU

Grievance Chair:
Karmin Maher-Hasse, RN, ICU

Membership Chair:
Sarah Welley, RN, FBC

PNCC Chair:
Debbie Wright, RN, Surgical

Unit Stewards

Med Surg - Kalean Boltz, RN
FBC - Emily Wheeler, RN
ED - Anita DeLint, RN
Surgical Services - Corky Gillies, RN
CCU -Molly Gornowicz, RN

ONA/GRH LABOR REPRESENTATIVE

Laura Lay
Lay@OregonRN.org

ONA/GRH
Executive Committee

Union Power!

ONA PREVAILS ON OR PAY ISSUE

This last month ONA was notified that the Operating Room (OR) nurses received a notice from management that current standby pay for the OR on-call crew was going to be changed.

ONA leaders alongside OR nurses, started the grievance process and met with management. The outcome from the grievance meeting was a win for the nurses! Due to past pay practice, the standby pay will not be changed without being negotiated. GRH Human Resources committed not to attempt to change this contractual or past practice until the contract opens next year.

Thanks to our contract, changing past practice is not allowed.

We are glad that ONA was brought in on this particular issue and that it was resolved in a positive manner.

Please remember to let your ONA representatives know if there are any violations of the contract. Many times, they can be resolved easily.

We are ONA

Fall Election

This fall is the ONA Executive Team election! Nominations will open in September.

Please consider nominating yourself or a fellow nurse that would excel at any of the positions on the Executive Committee or the Bargaining Unit representatives.

In Spring 2023 your Bargaining Unit Team will meet with Grande Ronde Hospital for a renewal or changes to the current contract.

If you have any questions about elected positions and want to know more, contact Molly Gornowicz, RN for more details.

We look forward to having a full team to support
Do you know your rights?

Weingarten was a U.S. Supreme Court case that gave workers the right to have a steward present in some circumstances "when a supervisor asks for information that could be used as a basis for discipline."

As a represented nurse you should always request a steward if a meeting could lead to discipline. You should say the following whenever requested to go to a meeting with administration or your manager:

"Could this discussion in any way lead to discipline? If so, I respectfully request that my union representative be present."

There may be times when a manager ignores a nurse's Weingarten rights. If that happens, you should stay in the room to hear the manager out, and take notes. If you are denied representation you don’t have to answer any questions until you have a representative present. If this happens to you please reach out to your steward or labor representative right away!

**My manager asked to have a meeting with me and I told them I wanted an ONA rep to join me, now what do I do?**

ONA has stewards at GRH that have been specially trained to join you for this type of meeting.

You can find out who the steward for your unit is on the ONA website on the bargaining unit page (https://www.oregonrn.org/page/61), your local ONA labor rep can also help arrange for you to have representation.

**Why should I bring a steward? Won’t that make things worse?**

Stewards have received special training to represent you in this type of meeting. A steward will help coordinate the meeting time and location and is there on your behalf to support and advocate for you. They are also there to take notes so there is a record of the meeting. These things can be stressful so it’s good to have someone there to help support you through the process and to be sure everything is handled fairly and appropriately. If you do receive a corrective action the steward or labor rep will help to determine if the discipline is fair and accurate or if it needs to be grieved or challenged.

No, it will not make things worse if you request a steward, in fact it actually makes the whole process go more smoothly. So don’t go alone!

**Are you interested in becoming a steward?**

There are upcoming statewide training opportunities available. Let Laura Lay, your labor representative know if you are interested in being an advocate for your fellow nurses at Lay@OregonRN.org!

Questions or comments? Let us know!
Oregon’s Nurse Staffing Law
(2 NCPD hours provided)

August 29, 2022
from
1430-1630

Location: Mt. Emily East

Join ONA Nurse Practice Consultant, Therese Hooft, for an educational workshop on the Oregon Hospital Nurse Staffing Law. In this workshop, you will learn:

- The history of Oregon’s Nurse Staffing Law & resources available
- How to speak up for safety on your unit
- The roles and responsibilities of a Nurse Staffing Committee
- Requirements of a Nurse Staffing Plan

The Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation