Grievance Update

It had been a busy year for grievances at Good Shepherd Medical Center (GSH).

We spent quite a bit of time dealing with the transition to the new ADP payroll system. The final issue with the ADP system has been resolved. This issue was around the overtime calculation. For some reason the ADP system was not capturing all of the pay codes that are supposed to be used when calculating overtime. This has finally been resolved and the hospital has completed audits of every bargaining unit member’s paychecks since the system was implemented. Those nurses who were underpaid should have been made whole on the last paycheck. Nurses who were overpaid should have been notified by the hospital and a repayment schedule implemented. If you have a question about how underpayments or overpayments were calculated, please contact human resources (HR)/payroll through your manager. You have the right to see a detailed explanation of how your paycheck is being calculated.

The holiday schedule on med/surg was not being followed according to the contract. After much back and forth, requiring this grievance to be escalated to Step 2, the hospital agreed to the following:

- In March of 2020, a holiday schedule will be posted to include New Year’s Day 2021.
- If an employee leaves prior to working their designated holiday, the person filling that vacancy will be assigned to the holiday.

Two other issues arose that did not require formal grievances:

Med/surg night shift core schedule changes. Turnover on Unit B has required an adjustment to the night shift core schedules. The hospital has agreed to the following steps regarding the bidding for new core schedules:

- Night shift RNs will all be notified of the need to bid for new core schedules.

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Grievance Update (continued from page 1)

- They will be provided with a list of the core schedules and a seniority list.
- As long as they are not changing FTE, no new application is needed.
- A nurse will bid on new schedules by seniority, with the most senior nurse selecting first, then the second most senior, until they reach the end of the list.
- Any positions remaining after the bid process will be posted per the contract.
- This is simply an adjustment to core schedules and not an opportunity for nurses from other areas/units to displace current Unit B employees.
- Check your email for communication about nurses providing schedule preferences to management.

ADP did not calculate a consecutive weekend shift. A nurse who worked a weekend that was not her core schedule did not receive consecutive weekend pay for her Sunday hours. Instead ADP calculated all of her hours together and paid overtime only for hours worked over 36 that week. As a reminder, ONA has settled two grievances with Good Shepherd on the issue of overtime and both consecutive weekend and no rest premiums. Unless the consecutive weekend or no rest shift are the shifts putting a nurse over 36/40 hours in a work week, they are paid separately. If you work consecutive weekend or no rest shifts, please check your pay stubs carefully.

Our contract works when we enforce it. As always, if you have a question about something a manager or coworker tells you, check your contract and then call one of our ONA/GSH officers.

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 GSH, when we stand together, we win! The technical unit consists of employees such as: surgical scrub techs, respiratory therapists, radiology and lab techs.

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
Nomination & Consent to Serve Form

RETURN by fax to 503-293-0013 no later than Friday, Feb. 7, 2020
Forms may also be returned to Ateusa Salemi at Salemi@OregonRN.org

Please try to gather a signature from every person that you nominate, including yourself. We must have a signature (which serves as a consent to serve) from each member before their name can appear on the ballot.

An election will be scheduled on the last Thursday in February should we have more than one person running for any given position.

**DEADLINE IS FEB. 7, 2020!**

Please nominate either yourself or another member to serve on the executive committee:

**Printed name of person completing form:** ________________________________

**Your email address:** __________________________________________________

**Name of the person(s) you are nominating for a position on the negotiating team:**
*(The nominee must submit a consent to serve form prior to election or appointment)*

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*You must be an ONA member to serve.*

If you have questions, contact Ateusa by cell at 541-571-8552 or by e-mail at Salemi@OregonRN.org

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**CONSENT TO SERVE**

If appointed/nominated, I consent to serve for the ONA/GSH Executive Committee:

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<tr>
<th>Signature</th>
<th>Printed Name</th>
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**Home email:**__________________________  **Mobile phone:**__________________________

**Best time to reach me:**__________________________  **Best way to reach me:**__________________________
Know Your Weingarten Rights!

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.

You Have a Right to Representation

Every nurse has discussions with supervisors about job performance. When this happens to you, there is an important question to ask your boss, “Could this meeting lead to discipline or affect my personal working conditions?” If the answer is “Yes,” stop the meeting and 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.”

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, Ateusa Salemi at Salemi@OregonRN.org.

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, Ateusa Salemi at Salemi@OregonRN.org. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.