Case Managers Vote “Yes” to Join ONA!

On Tuesday, April 11 the Case Managers voted Yes to join our bargaining unit.

The next step is to bargain how to integrate them into the bargaining unit. They are joining the case managers at Samaritan Albany General Hospital to be the first case managers in the Samaritan System to join the existing ONA bargaining unit.

Critical Staffing Incentive (CSI)

Your union recently met with management to discuss their plan to end CSI on April 9. Management insisted that staffing is no longer a serious issue, but the data that they provided us shows only small improvements in the number of vacancies and the number of travelers that are being used. It’s not surprising that nurses are already being contacted to work extra shifts. Nurses have big hearts, and the willingness to go above and beyond during the staffing crisis is a clear example of how much nurses care for their patients and co-workers.

The hospital’s actions are not reflecting the reality. The employer keeps asking for more while offering less. Nurses have a difficult decision to make; take extra shifts without CSI or say no. Your union will continue to look for options that will support and value the work that you do.
Nurses Week!

At our last Labor Management meeting, management proposed a collaborative committee that’s composed of management and ONA. However, management has yet to reach out to the ONA members who volunteered to help plan the event. We’ll keep you updated with the details when we learn more.

PNCC Education

The process is being finalized and will be going into effect on April 17. Look for more information on your work email and department bulletin boards.

Please note that there is still one vacancy on PNCC.

Please contact Pam Gordon if you’re interested in helping to work on the education process at pamgord@gmail.com

GSRMC Climate Survey

https://www.surveymonkey.com/r/2023-GSRMC-Climate-Survey

Your union often hears about concerns from individual nurses, but has no idea if these issues are widely felt throughout the hospital. Your union can only address issues that it’s aware of.

Please take the time to complete the survey. If you’ve already completed the survey and have additional thoughts, please email them to your ONA Labor Rep, Michael Coutley at coutley@oregonrn.org.

Potential Step Scale Adjustments

The new ONA contract includes several changes to the pay scale step system. Do you think you are on the wrong step because of these changes?

Please open the step adjustment form below and fill out the form and we’ll get back to you if you qualify.

Please contact Christine Olsen with any questions at christine.s.olsen@gmail.com

Step Adjustment Form

bit.ly/3H4L8vR
Weingarten Rights

If you are talking to anyone in management about any issue, please know that you have the right to have another ONA nurse with you as a witness. These are your Weingarten Rights:

Forty-eight years ago, on Feb. 19, 1975, the Supreme Court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination.

YOU ARE BEING ASKED QUESTIONS THAT MIGHT LEAD TO DISCIPLINARY ACTION: WHAT DO YOU DO?

If you believe that discipline will result from a meeting with management/administration (in legalese, “an investigatory interview”), you can insist that a union representative be present during this interview. This is part of your “Weingarten Rights,” which references the 1975 United States Supreme Court case NLRB vs. Weingarten. Weingarten Rights apply only to members of a collective bargaining unit and are among the many benefits of having a union.

When an investigatory interview occurs, the following rules apply:

RULE 1): YOU MUST MAKE A CLEAR REQUEST FOR EFFECTIVE UNION REPRESENTATION BEFORE OR DURING THE INTERVIEW:

Often an employee may not know at the outset that a meeting with management could lead to discipline. If such a meeting is or becomes an “investigatory interview,” you should assert your right to have a union officer of your choosing present. You cannot be punished for making this request. (Note: If the union representative of your choice is not available in a reasonable time period, it may be necessary for an alternative union officer to represent you.)

A typical Weingarten request would be: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my union representative arrives, I choose not to participate in this discussion.” Or you may simply say, “I want my union representative here.”

Rule 2): AFTER YOU MAKE THIS REQUEST, THE INTERVIEWER HAS THREE OPTIONS:

Grant the request and delay the interview until your union representative arrives and has a chance to consult privately with you. (Note: The right to representation is the right to effective representation, which translates in this rule as the right to consult privately with the representative before the interview. The union representative should also know what the meeting is about ahead of time so that he/she can effectively advise you.)

Deny the request and end the interview immediately; or

Give you a choice of: (I) having the interview continue without representation or (II) ending the interview. (Note: It is not wise to choose the first option.)

Rule 3): If the interviewer denies your request and continues to ask questions, this is an unfair labor practice:

You have the right not to answer any questions until you have union representation. You cannot be disciplined for refusing to answer the questions, but you are required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination in some cases. The ONA represents all RN’s of the bargaining unit, both those who pay dues and those who do not, and is obligated to come to your aid without prejudice. If you are summoned to a meeting with a member of administration and discover that it is an “investigatory interview,” assert your right to have a union representative present.

In Unity,

Your ONA Chapter Executive Team

Chair: Pam Gordon (IV Therapy)
Vice Chair: Betsy Stanley (Women’s Services)
Secretary: Alyssa Fegette (PCU)
Treasurer: Maureen McCree (Oncology)
Information Officer: Stacey Hardin (Emergency)
Membership Chair: Christine Olsen (Women’s Services)
ONA Labor Representative: Michael Coutley