

LMH Executive Team
Coming soon!

LMH Bargaining Team
Coming soon!

PLEDGE MEMBERSHIP
Now



TO BUILD UNION STRENGTH

By pledging, your membership will automatically start once our contract ratifies.

ONA Contacts

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Welcome to ONA



WE DID IT!

Nurses made their voices very clear last night when we voted to form our union by **80.6% (238 yes votes to 57 no votes)**. Legacy Mount Hood Medical Center (LMH) nurses are now union nurses and can enjoy your union rights immediately, which are outlined in the Q&A section.

WHAT IS NEXT NOW THAT WE HAVE WON THE ELECTION?

The next steps are to nominate and self-nominate nurses for our bargaining team and executive committee, to pass bylaws and to survey all nurses about what the priorities should be for bargaining.

Keep your eyes peeled for emails for next steps regarding nominations.

WHO IS MY ONA CONTACT?

Please direct any questions you may have to your organizers

JULIA TRIST
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**Oregon
Nurses Make
A Difference**

The Union Difference and the Road Ahead

Q: Now that we won the election – what's changed?

A: The two immediate changes are Weingarten rights and status quo.

Weingarten Rights: *The right to have a union representative.* Previously we have not had a right to representation. Now, if a nurse is called into an investigatory meeting with a supervisor that could lead to discipline, we now have the right to representation in the meeting. So if you find yourself in this situation, invoke your rights! Say "If this discussion could lead to my being disciplined, I request that a union representative be present at the meeting. Without representation, I choose not to answer any questions." Then contact ONA.

Status Quo: *Management cannot make unilateral changes to our working conditions without our agreement.* This is a major difference. Many of us have experienced administration arbitrarily changing what they like, when they like — all without our say. Since our election that has changed. Status quo means that any current policy or process remains in play until we negotiate and vote to accept our own contract. Any unilateral changes by management without negotiating in good faith with us is an unfair labor practice (ULP).

Q: Who bargains and where does that happen?

A: We bargain for ourselves. That has been the key point of organizing. Nurses want a direct voice in how things work at our hospital and for our patients. Our next step is for nurses to self-nominate and nominate nurse colleagues to be on your negotiating team. Then all the nurses will vote and elect the team of nurses to be trained and work alongside ONA staff to bargain the contract on behalf of all the nurses in the entire bargaining unit. Typically, management hires a lawyer to bargain on their behalf with a team of managers. In the vast majority of ONA contracts, bargaining happens in a conference room in the hospital.

Q: What can be negotiated in our contract?

A: Management must negotiate with us over what are called "mandatory subjects of bargaining." These are things like wages, benefits and things that affect our working conditions. Staffing is addressed in many ONA contracts and every contract is different because what is bargained and set is based on what nurses at LMH want.

Q: Do we have to accept a contract that is less favorable terms than what we have now?

A: No, nurses must vote to accept a contract before it is implemented. In the bargaining process, the team reaches a tentative agreement (TA) on the entire contract when they determine that they have obtained the best possible deal for nurses. At that point, nurses will vote to ratify or accept the tentative agreement. *The ratification vote is our opportunity to vote to accept or turn down the TA as our contract.* But until ratification occurs, it is *not* our contract.

Q: Who sets the priorities for bargaining?

A: Nurses do. Once a bargaining team has been elected, they will meet and put together a bargaining survey for every nurse in the bargaining unit to fill out. Once those have been submitted, the bargaining team will read the results and look for the top priorities listed by nurses and begin to write proposals for our bargaining session with management.

Q: What can each nurse do to help win a strong first contract?

A: The spirit of pledging your membership is part of building union strength. As each nurse takes ownership over our first contract and participates, the stronger the first contract will be. So be sure to pledge your membership, nominate, fill out your survey and read the newsletters to stay informed!

VICTORY PARTY!

CELEBRATE UNION STRENGTH

**TUESDAY, APRIL 11
5 P.M. TO CLOSE**

**MARGARITA FACTORY
77 NE 4TH ST.
GRESHAM, OR 97030**



BRING YOUR FAMILY

FOOD PROVIDED

DRINKS FOR PURCHASE

Show your union pride and solidarity!

**MEET YOUR ORGANIZING TEAM
JULIA AND AUSTIN**

**April 19 & April 20
Noon to 2 p.m.**

**Meet by the Healing Garden, Front
Entrance, or Cafeteria
(Weather Pending)**

Pick up your ONA t-shirts, badge backers,
pens, membership cards and get to know
one another!

