

WE DID IT! WE ARE A UNION!



We won our union election with a resounding 87% yes vote! Over the last year, resource pool nurses came together to speak with one voice so that Legacy hears loud and clear—our role in this healthcare system is essential to providing a highly skilled and safe environment to provide quality care for our patients.

Our Rights:

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 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 OHA.

Status Quo: Management cannot make unilateral changes to our working conditions without our agreement. Many of us have experienced administration arbitrarily changing what they like, when they like—all without our say. 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).

Legacy Resource Pool

We voted
yes!
for a union

ONA



ONA
Caring for Oregon

What comes next?

Within the next few weeks we will open nominations for our bargaining team! You will receive notice of this process starting via non-work email, so if you aren't signed up to receive emails from ONA, go to this link OregonRN.org/Update or scan the QR code on the right hand side of the newsletter to update your contact information.

Also, keep an eye out for our first contract bargaining survey. It is essential our bargaining team hears from every nurse in the pool so they have a clear picture of our priorities to craft contract proposals and make a bargaining strategy.

There are many ways to be involved and help build a strong union!

- Make sure you are signed up to be a member by clicking the link bit.ly/3ErnTO5 or scanning the QR code on the right-hand side of this newsletter. (Dues won't start until after we have a first contract in place.)
- Every pool will need contract action team members to inform and mobilize their pools during the bargaining process, reach out to an organizing committee member or ONA organizer if you're interested in learning more

UPDATE YOUR CONTACT INFO



Missing important texts and emails? Go to OregonRN.org/Update or scan the QR code to update your ONA contact information.



WE'RE ALL IN THIS TOGETHER! BECOME A MEMBER!



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