Contract Ratified!

The contract ratification vote ended on Friday, June 28. We’re pleased to announce that nurses voted YES to ratify the Oregon Nurses Association (ONA) / Providence Home Health and Hospice (PHHH) contract. Of those who voted, 94 percent voted YES! About 30 percent of all eligible members voted.

Some of the comments from nurses who voted YES were:

- “I accept all of the changes and feel the bargaining team has my best interest in mind.”
- “I like the changes for the variable RNs, not having to be in field and triage.”
- “Pleased with the wage increase, EIT preservation, and productivity language.”
- “Thanks to our team for hours of negotiating! I trust this is the very best that could be agreed upon.”

The bargaining team is in the process of reviewing the contract to make sure that all the changes were captured correctly. Once that is approved, we will start working on getting the spiral bound contracts printed. In the meantime, contact one of our negotiation team members if you have a question.

Providence nurse leaders have been talking about having union steward training where nurses from multiple Providence units come together to learn how to enforce their contract and advocate for their co-workers. We will likely have a few sessions scheduled on a weekday evening in August.

Are you interested in being a union steward? If so, please contact our Labor Relations Representative Jocelyn Pitman at pitman@OregonRN.org
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.”

Need help remembering your Weingarten Rights?
Request an ONA badge backer from your labor representative, Jocelyn Pitman, at Pitman@OregonRN.org. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.