December 13, 2019

Open Positions on Our Executive Team!

We have four open positions on the ONA/Providence Home Health & Hospice (PHHH) Executive Team: Chair, Vice Chair, Professional Nurse Care Committee (PNCC) Chair and Grievance Chair. Elayne Dragomir retired earlier this year, vacating the chair position. Gwen Rowe left Providence Home Health and Hospice last year. The PNCC Chair was last held by Trish Heilman, who moved to a liaison position at Providence St. Vincent and chose not to fulfill this role any longer. While these nurses are sorely missed, we are thankful that we have had a robust bargaining team this year and an active PNCC. We also had a home health intake nurse recently take our Providence Steward Training, so she is trained to help represent us in investigatory and grievance meetings.

Here are the responsibilities per the Home Health and Hospice bylaws:

6.1.4 Responsibilities

6.1.4.1 CHAIRPERSON

6.1.4.1.1 Conduct and supervise the affairs of AHHHN-ONA in accordance with these Bylaws;

6.1.4.1.2 Serve as an ex-officio member of all AHHHN-ONA committees;

6.1.4.1.3 Appoint special committees and their members with the approval of the Executive Committee;

6.1.4.1.4 Fill vacancies that occur on committees with the approval of the executive committee until the next regular election;

6.1.4.1.5 In conjunction with the Treasurer, disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of AHHHN-ONA, which have been properly incurred as provided herein;

6.1.4.1.6 Enforce these Bylaws and ensure that all officers perform their respective duties.

6.1.4.2 VICE-CHAIR

6.1.4.2.1 Assist the Chairperson in the discharge of all duties;

6.1.4.2.2 Perform such other duties and render such assistance as may be directed by the Chairperson;

6.1.4.2.3 In case of the Chairperson’s absence, the Vice-Chair shall perform the duties of the Chairperson; and

6.1.4.2.4 Should the Chairperson’s position be vacated, the Vice-Chair shall serve as the Chairperson until the next election.

6.1.4.5 GRIEVANCE CHAIR/MEMBER AT LARGE - Coordinate the following activities in cooperation with the ONA staff representative:

6.1.4.5.1 Conduct and supervise the affairs of the Grievance Committee in accordance with these Bylaws;

6.1.4.5.2 Oversees the processing and investigation of all grievance complaints filed by BU members;

6.1.4.5.3 Responsible for securing representation, if requested, for the grievant;
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6.1.4.5.4 Ensure each nursing unit has at least one unit steward which must be a member in good standing. Ensure those stewards receive training in the processing of grievance and representation of grievants; and

6.1.4.5.5 Report to the Executive Committee and ONA in a timely fashion all grievance complaints. every vote of the bargaining unit.

6.1.4.7 PNCC CHAIR

6.1.4.7.1 Conduct and supervise the affairs of the PNCC in accordance with these Bylaws;

6.1.4.7.2 With the PNCC, make recommendations for educational and training programs compatible with identified hospital goals;

6.1.4.7.3 Ensure each nursing unit has at least one member in good standing willing to participate on the PNCC Committee or as dictated by the collective bargaining agreement;

6.1.4.7.4 With the PNCC, process and analyze unsafe staffing reports. Take necessary steps to address issues raised in unsafe staffing reports when necessary;

6.1.4.7.5 Make timely reports to the Executive Committee and ONA concerning unsafe staffing reports and educational and training programs;

6.1.4.7.6 With the PNCC, make recommendations to the facility of ways and means to improve patient care; and

6.1.4.7.7 With the PNCC, make reports to outside agencies with the approval of the Executive Committee and ONA.

To see the complete bylaws, go to the ONA/PHHH bargaining unit webpage at www.OregonRN.org/79.

Maureen Cooper Gaine is stepping down as Grievance Chair and running for the PNCC Chair. Maureen has been our Grievance Chair since August 2018. She has helped resolve several grievances over the last year, which included doing her own discovery, as well as representing her colleagues in investigatory meetings. She wants to continue to serve as a union officer but in a different capacity. She is currently serving as the interim PNCC Chair until the election is official.

If you are interested in running for any of the above positions, please let Jocelyn know by Jan. 15, 2020 via email at Pitman@OregonRN.org.

HAPPY HOLIDAYS FROM ONA

We wish everyone a happy holidays and a safe, healthy happy new year! As we look ahead, we know there will be challenges in the new year, but with every challenge, there is an opportunity. We are excited to use these opportunities to strengthen our organization and advance the field of nursing.

With your help, we will make sure the voice of nursing is heard and we will all stand together to ensure Oregon is a great place for nurses to practice. We look forward to working with you in 2020 to continue building stronger, healthier communities together.
Say Hello to Our New Union Steward, Holly Marstall

Holly came to our Providence-wide steward training in October. When we asked her why she chose to step up to be a union steward, this is what she said:

“I have been an RN since 1987 and most of my time has been in home health. In fact, I was a visiting nurse in home health from 1990-2011. I’ve been a union member since I started at Providence in 2006. I feel like our union has been by my side. Our union listens without judgement. Our union sees us as humans who deserve to be heard and understood. I now have the space to help my fellow nurses. I want to help take care of more than just my patients. I want to take care of my co-workers too. I feel like I can do this more than my co-workers who work full-time and have young children.”

Holly resides in Portland with her husband and three pets: her dog Wrecks, her cat Simon and her chicken Robin. Her favorite place to be is home.

Please take a moment to thank Holly for stepping into this role. She works at the Halsey office in the Home Health Intake department.

Professional Expense Reimbursement

Beginning January 1, 2020 your ONA bargaining unit will reimburse ONA members $50 toward professional expenses incurred in 2020. This can include continuing education, equipment expenses not reimbursed by Providence, and books or other materials specific to your practice.

To receive your reimbursement, please email a copy of your receipt and Certificate of Completion (for continuing education) to Michael.Port@Providence.org along with your physical mailing address. Reimbursements are available to ONA members in good standing and will be available as our budget allows.

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
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.