

Providence Milwaukie Hospital (PMH)

BARGAINING UPDATE #8



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Upcoming Negotiation Dates:
Sep. 26 at PMH

Negotiating Committee Members

- **Julie Davison**
Surgical Services
- **Marie Teela**
ED
- **Donna Abbott**
Med/Surg & ASU
- **Tracey Parris**
Senior Psych
- **Renee White**
PACU
- **Laurie Nilsson**
Med/Surg
- **Katie Nelson**
PACU

Labor Relations Representative:
Karly Edwards
edwards@oregonrn.org

Interim ONA Negotiating Attorney:
Talia Stoessel

Oregon Nurses Association
18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062
1-800-634-3552
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Negotiations Update

It's All About a Weekend Differential!

This session was all about expressing our need for a weekend differential. This issue is critical and we know it's important in settling a good contract. Now is the time to have your voice heard. If you think having a weekend differential is important - tell your manager! Hearing from nurses on the shop floor is the most important way to show this issue is important. We are standing strong at the table - and need you to be heard.

Come show your support!

Our next negotiations session is Sept. 26 and will be at PMH.

Overpayments Information

In this negotiations sessions we withdrew our proposal to address overpayments. Thankfully, many of our concerns are addressed through the Bureau of Labor and Industry, including significant financial penalties through legal action. If you experience an overpayment, it is necessary for Providence to receive authorization from you in writing before making a deduction. If you need to work out a payment plan or otherwise have a conversation if an overpayment occurs you should contact Human Resources or ONA.



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.

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."

- Contact your ONA steward or ONA labor representative immediately, or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative, Karly Edwards at edwards@oregonrn.org.

Important ONA Nurse Resources

[Membership Services](#)

[Professional Services](#)

[ONA Calendar](#)

[Membership Application](#)

[Government Relations](#)

[OCEAN-CE Online](#)