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## Executive Officers:

### Chair

Tracey Parris  
Senior Psych

### Vice-Chair

Donna Abbott  
Med/Surg & ASU

### Secretary-Treasurer

Katie Nelson  
PACU

### Membership Chair

Vacant

### Grievance Chair

Renee White  
PACU

## Welcome Keane Loader!



Keane and his pup Emmie

**"I want to learn how to make a difference on my unit and better the experience for both my coworkers and the patients that we serve. Oregon Nurses Association (ONA) provides a direct channel to enact change and progress."**

Welcome Keane Loader! ONA Unit Representative for Med-Surg!

Keane will be working to learn how to represent nurses in investigatory meetings, help with bargaining, and updated nurses on what's happening at ONA. Remember, if you get called into a meeting and are worried about discipline, don't go alone! If you have issues reach out to Keane, another representative or our Labor Representative Karly Edwards. Not everyone may know all the answers, but we'll work hard to understand what's happening and get back to you.

**ONA Labor Relations Representative  
Karly Edwards**

[Edwards@OregonRN.org](mailto:Edwards@OregonRN.org)

### Oregon Nurses Association

18765 SW Boones Ferry Road  
Suite 200, Tualatin OR 97062  
1-800-634-3552  
within Oregon  
[www.OregonRN.org](http://www.OregonRN.org)

## Become an ONA Member Today!

**How do I join?** Go to [www.OregonRN.org](http://www.OregonRN.org) and select Providence Milwaukie under Find Your Bargaining Unit. Under documents, click on "ONA Application." Print it out, complete it, and submit it by mail or fax. Or simply ask a team member for a paper application and get it back to them.

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## Become an ONA Member Today! *(continued from Page 2)*

**What are the monthly dues?** The dues are \$40.67 [per pay period](#).

**Do I have to pay dues twice if I'm a member at a different ONA facility?** No. Nurses who work at two ONA facilities pick a base hospital for the purposes of membership and only pay dues once.

**Are my dues tax deductible?** Yes.

**Does my ONA membership really matter?** YES! Whether in negotiations or working on contract enforcement, the more unified we are through membership, the stronger our position.

**Would you like to get involved? Have questions? Interested in jumping in as our Membership Chair? Reach out to Karly at [edwards@oregonrn.org](mailto:edwards@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."*

- 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](mailto:Edwards@OregonRN.org)

### Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, Karly Edwards, at [Edwards@OregonRN.org](mailto:Edwards@OregonRN.org)

ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.