Negotiations Are Coming

The ONA/Providence Medford Medical Center (PMMC) executive team has heard many nurses asking when do we start negotiations? What is happening? The answer is your team has already started meeting in preparation for negotiations.

We have started by looking at issues and what needs to be worked on in the contract. We will be reopening the pre-negotiation survey that previously went out in September to help prioritize bargaining unit needs.

Your ONA/PMMC executive team is asking for all nurses to please help them do the best job possible by taking a few minutes to fill out the survey. Filling out the survey ensures that the bargaining team has all the information it needs for negotiations. Let's make this a truly inclusive and effective negotiation of our contract.

The survey is open now and will close on Thursday, Jan. 16, 2020 at 4 p.m. Link to the survey is below.

[www.SurveyMonkey.com/r/2019PMMC-SVY]

Calling Out for Unit Stewards

The ONA/PMMC bargaining unit needs more individuals to step forward to be unit stewards. A good goal is to have at least one steward for each shift on every unit. Having trained unit stewards increases our ability to be on top of issues and uphold our contract.

If you or one of your co-workers are interested, please attend our upcoming training on becoming a unit steward. The steward training is scheduled for Jan. 28, 2020 (location TBD). There will be three training sessions on that day:

- 10 - 11 a.m.
- 2 - 3 p.m.
- 8 - 9 p.m.

Coffee and snacks will be provided. Please contact your ONA/PMMC labor representative, Julie Serrano at Serrano@OregonRN.org, to sign up for the training.
Remember Your Weingarten Rights

As ONA/PMMC union members you have won the right to use your Weingarten Rights. It is a protected right for an employee to have a representative at any meeting they feel may lead to discipline. This means that the meeting can be placed on hold until you are able to secure a representative.

Even if management states the meeting is not disciplinary, if you feel that it may lead to discipline you should invoke your rights for representation. The representative can be a unit steward, an executive team member or your ONA/PMMC labor representative.

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 ONA labor representative.

EIT Association Grievance

Recently your ONA/PMMC executive team brought the issue of extended illness time (EIT) not being applied per the contract guidelines consistently and fairly. We have received a response back to our concern. Administration stated, “We do disagree with your interpretation of 18.4.1 and 18.4.1.6. EIT by definition is to be used after PTO is exhausted.”

Our ONA/PMMC bargaining unit leaders strongly believe that the contract is being misinterpreted by administration. Article 18.1 states, “EIT program encompasses time taken in connection with illness, injury and family medical leaves.”

Article 18.4.1 states, “EIT will be used for any absence from work due to the following: Article 18.4.1.6 Approved family medical leave under applicable law.”

We will be pursuing this through an association grievance. An association grievance is when the issue affects at least three bargaining unit members. If you feel you have been affected by this, please contact your ONA/PMMC labor representative, Julie Serrano at Serrano@OregonRN.org.