Grievance Updates

Incentive Shift Differential
You may recall ONA announced last spring we had filed a grievance over the Incentive shift differential not being paid correctly. Please go to your bargaining unit webpage (www.OregonRN.org/page/81) to view the June 1, 2018 and April 2, 2018 newsletters for more information.

The extra shift incentive is a differential found in our contract in Appendix A section M. In the last round of negotiations, the call-off order for low census was changed to nurses on extra shift second (after calling off any agency, traveler or share care nurses). Since this change was implemented, some nurses on extra shift were placed on standby (on-call). When those nurses on an incentive shift were placed on standby (due to low census) and were then later called in, they were told they would no longer receive the extra shift differential because they were being called in from standby.

We have finally reached resolution on this grievance! Providence has agreed that if any RN is placed on low census standby and then called in at any time during their incentive shift, they will receive their incentive pay.

We understand this to be fixed going forward. Providence did an audit and paid nurses the incentive pay they were owed. That retro-pay occurred in a lump sum on the Nov. 11, 2018 pay date. If you were impacted by this, please go back and check your pay stub to make sure you received the pay. We know that management sent out an email regarding this issue that contained some errors. To be clear, if any nurse in any department picks up an extra shift - you will NOT lose the differential as a result of being placed on low census standby. Questions or concerns? Contact ONA.

Shift Differential Pay
Some nurses came forward last summer and informed ONA that they were not receiving their shift differential pay correctly. The shift differential pay is found in Appendix A section E of the contract and states that the shift differential pay is to be paid based on the “majority of hours scheduled.” It appeared that Providence was only paying it based on hours worked and there seemed to be a few other Kronos glitches causing nurses to not receive this differential pay correctly. ONA then filed an association grievance for all affected nurses. This grievance has been moved to arbitration as ONA was unable to resolve it with management in the grievance procedure. Questions or concerns? Contact ONA.

ONA does not publicize individual grievances that may be disciplinary in nature to maintain nurses’ right to privacy.

Next ONA Membership Meeting
Wednesday, March 13
HCC8 | 6 - 8 p.m.
ONA membership meetings are the second Wednesday of every month.
What is Informational Picketing?

Why do we need to sign pledge cards?
Informational pickets are a powerful demonstration of nurse solidarity—but only if they are supported by a strong majority of nurses. Gathering pledge cards in support of further action (if necessary) helps the ONA team know if they have support behind them and sends the message to hospital administration that nurses are willing to take concrete action in support of the issues we’re fighting for.

Is informational picketing really necessary?
We have bargaining sessions scheduled March 11, 14 and 22. Dates haven’t been scheduled beyond that. We have had eleven bargaining sessions. While we’re hopeful we can reach agreement, we’re still far apart on key issues related to sick time/PTO and EIT, having a healthy work environment and healthy staffing.

This is NOT a strike.
Informational picketing is not striking. It is demonstrating on non-work hours, outside of the hospital, with signs.

Informational picketing is demonstrating.
By picketing, we draw community attention to our concerns about safe staffing and put public pressure on the employer to give our concerns the attention they deserve.

Picketing engages our community.
We believe our community shares our concerns about safe staffing at PPMC and needs to know that nurses are fighting to improve the quality and safety of care for our patients.

What would I have to do?
Join the picket line. Whether it’s your day off or whether you’re joining during a break or before/after your work day, we’ll need you there. In other ONA facilities where nurses have picketed, we’ve seen family members, friends, community members and elected officials participate too!

Can I get in trouble?
No. You cannot be disciplined nor can you get in trouble for talking about or participating in an informational picket. This is protected union activity under federal and state law. It’s also illegal for managers to talk to employees about this tactic or question you about your plans to participate.

When would informational pickets happen?
We have our next bargaining sessions March 11, 14 & 22. Dates have not been scheduled beyond that. Our hope is that we can reach tentative agreement without the need for further action. But, if the ONA team deems it necessary, having prior commitment from nurses helps us move quickly.

If a picket were to happen, our ONA team would make every effort to ensure we give nurses enough time to participate.

The ONA team will continue to keep nurses informed about our progress at the negotiating table and our need for further action.

SIGN A PLEDGE CARD!

Cards are being circulated by your ONA bargaining team leaders and stewards

We need ALL CARDS RETURNED to ONA by March 8, 2019

Oregon Nurses Association | 18765 SW Boones Ferry Road Suite 200 | Tualatin OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Have you signed your pledge card?

Nurses are currently signing pledge cards (pictured at right) to endorse informational picketing at PPMC if it becomes necessary in order to reach a tentative agreement.

Your bargaining team member or union steward has pledge cards available to sign. For more information about informational picketing, see page 2 of this newsletter.

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.
ONA BARGAINING UNIT LEADERSHIP CONFERENCE

April 10-11, 2019, Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton and Executive Towers in downtown Portland.

♦ Use concerted actions to solve problems
♦ Build strength with issue-based organizing
♦ Identify and develop new nurse leaders

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Who Should Attend
Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

Registration
Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon