Weingarten Rights

Has your manager asked to talk to you alone about a work issue? You have rights and protections as a union member. Don’t go alone into meetings that may lead to discipline! Have a union representative support you. Managers are not required to disclose this right and many will attempt to apply discipline without union involvement.

Next month: Look forward to a detailed discussion about what to do if your manager is bullying you!

If you have current and urgent concerns regarding bullying from management, please reach out to Daniel Zamora Zamora@OregonRN.org.

Review your Weingarten rights here: www.OregonRN.org/Rights#Weingarten

Join the Staffing Committee Today!

Are you interested in ensuring that the staffing plan for your unit meets the needs of your patients as well as providing for the time needed to assess, evaluate, chart, have breaks, lunches, care plan, coordinate with the care team, advocate for your patients, make maintenance and repair requests, respond to email and any other duty required for your role by your hospital?

If YES, here are our open positions for your bargaining unit. ONA is taking applications for any position, even if not currently vacant:

- 5R, 5G, 4K, 4L – Alternate
- 2G, 2R, 5K – Alternate
- Behavioral Health – Alternate
- Emergency Room – Alternate
- Maternity – Alternate
- CNA Position – Alternate

Contact Kristin Harman, RN kristin.harman@providence.org or text (503)-750-8747

Fill out the online intent-to-serve form here: www.OregonRN.org/PPMC-StaffingCommittee-Nom
Don’t Let Providence Payroll Roll All Over You!

It is rude and unacceptable that our employer cannot calculate and dispense payment correctly for its staff with the Genesis update. Hundreds of nurses have suffered reduced wages and income due to incorrect payments. Unfortunately, we cannot trust Providence to process our payments correctly. We encourage everyone to check every paycheck each time. Are you on the right step? Did you get your differential for night, weekend, evening, charge, relief charge, float, certification, clinical ladder, etc? Keep track of errors, keep submitting HR service tickets, and keep talking to your manager about payment status. They have the power to escalate HR tickets and should!

It is important to recognize that bargaining unit leadership and ONA representatives have received an exorbitant number of complaints in regard to the rollout of Providence’s new payroll system, Genesis. We want you all to know that we take this matter very seriously, and that we are working diligently to rectify these pay discrepancies.

ONA has taken several actions towards remedying the situation which include filing association grievances on behalf of every RN within the ONA-represented Providence system in Oregon. These grievances include all RNs who have had their pay affected by the recent Genesis rollout. We are also initiating other processes that will help resolve these issues and make our RNs whole! More to come on this in the near future.

If you are still experiencing pay discrepancies, or if your issue has yet to be resolved, please add your name to the list below.

CLICK HERE ADD YOUR NAME

Executive Board

Welcome new executive board members: Molly Burtschaell (Membership & NEO) and Naomi Ellis (Treasurer).

We still have two open positions: Secretary and Lead Steward. Reach out to Daniel Zamora (503) 293-0011 ext. 1386 or Richard Botterill (503) 329-2073 if you are interested.

Four Months Until Our Contract Expires!


What is your executive team doing? We are meeting at least twice monthly (some meetings lasting an entire day) to pour over every line of the contract and plan. We received the results of the bargaining survey.

We analyzed the results and have used these to establish priorities for certain aspects of our negotiation strategy. We read every single comment – yes, all of them!

We hear you! Want to get involved during bargaining?

Become a steward or a Contract/Communication Action Team member. Contact Richard Botterill or Daniel Zamora if you are interested. Trainings for these roles will be announced in September.