Welcome Our New ProvRN Secretary/Treasurer

As announced in our Dec, 23 newsletter, Claire Tyrrell has stepped up to serve as our new Secretary/Treasurer!

As no other nominations were submitted in the 30-day nomination period, Claire has now been confirmed by the executive council without the need to conduct a vote.

Claire has 35 years of experience as a nurse in both the United States and Canada and eight years of experience with Providence.

Be sure to reach out to share your ideas for strengthening our union and thank Claire for her willingness to take on this work!

Meet Our New Labor Representative

Ashley Bromley has replaced Jocelyn Pitman as our Labor Representative effective Feb. 1.

While Ashley only just began employment with ONA, she comes with more than a decade of labor experience, primarily with higher education workers.

Ashley is excited to work alongside ProvRN nurses to help build their union and improve their workplace.

Please reach out by email Bromley@OregonRN.org or by phone (503) 239-0011 ext. 1382, so she can get to know you and better understand your vision for strengthening ONA’s work within the ProvRN bargaining unit, across the Providence system, and statewide!

ONA Statewide Elections

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open Feb. 15 to March 15.

To learn more and complete your Consent to Serve form to declare your candidacy, visit: www.OregonRN.org/Elections
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, Ashley Bromley.

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, Ashley Bromley. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.
ONA Virtual Nurse Lobby Week

Feb. 22-26, 2021

We Always Show Up!

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

This year, you will have multiple opportunities to advocate for your profession and patients, including: Virtual Legislative Meetings, Video Testimonials, and Online Letter Submission

Learn more and register for Nurse Lobby Week at:

www.OregonRN.org
ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at: