It’s now time to elect a new Oregon Nurses Association (ONA) executive committee and future Providence Seaside Hospital (PSH) bargaining team! Much thanks and appreciation to our current team, Mary Romanaggi, Brenda West, Shun Soller, Kaycee Berndt and Sue Coddington! Running our bargaining unit, attending and preparing for negotiations and keeping members engaged is hard work. Although there are always improvements we would like to make that don’t make it into the contract, these women have been your constant champions at the table and enforcing the contract. ONA is a member-run union and strives for participation from everyone. If you’d like an opportunity to serve on the bargaining team by joining the executive committee - now is the time! The term of office for each officer and representative is for two years. Candidates must be full members in good standing to be eligible to serve. No member may hold more than one elected Executive Committee office; however, representatives can serve multiple roles and be an officer. If there are multiple nominees willing to serve for the same position, an election will be held with a minimum of 14 days advance notice. Only full members in good standing may vote. You must submit your nominations by April 1, 2018. If you have questions, feel free to email Karly at edwards@oregonrn.org.
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 Chair Mary Romanaggi shows her ONA Weingarten Rights card!

Weingarten Rights Statement

"I request to have a union representative present on my behalf during this meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a union representative present, I will attend the meeting, but refuse to answer questions that I believe may lead to discipline. (This is my right under a Supreme Court Decision called Weingarten)."
Oregon Nurses Association / Providence Seaside Hospital
Nomination & Consent to Serve Form

RETURN TO:

Mail to: Karly Edwards
Oregon Nurses Association
18765 SW Boones Ferry Road Suite 200
Tualatin, OR 97062-8487

Fax to: 503-293-0013 Attn: Karly Edwards
Email to: edwards@oregonrn.org

Please nominate any active member you would like to serve. Please endeavor to get their signature so we know that the nurse you nominate is willing to serve if appointed.

DEADLINE IS April 1, 2018!

Printed name of person completing form: _____________________________

Your email address: ________________________________________________

Name of the person you are nominating: _____________________________
(The nominee must submit a consent to serve form prior to election or appointment)

Office/Position nominating for: ________________________________

You must be an ONA member to serve.
If you have questions, contact Karly Edwards, 503-293-0011 or edwards@oregonrn.org

CONSENT TO SERVE

If appointed/nominated, I consent to serve for the following offices (list all that apply):

________________________________________

________________________________________

________________________________________

Printed Name    Signature    Date

Home email: ___________________________  Mobile phone: ___________________________

Best time to reach me: ___________________  Best way to reach me: ___________________
Executive Officer Position Descriptions

CHAIRPERSON

- Conduct and supervise the affairs of the PSHBU-ONA in accordance with these bylaws;
- Serve as an ex-officio member of all sub-committees;
- Appoint special committees and their members with the approval of the Executive Committee;
- In conjunction with the Secretary/Treasurer, disburse or order the disbursement of all monies necessary to pay the bills, obligations and indebtedness of the PSHBU-ONA, which have been properly incurred as provided herein.

VICE-CHAIR

- Assist the Chairperson in the discharge of all duties;
- Perform such other duties and render such assistance as may be directed by the Chairperson;
- In case of the Chairperson’s absence, the Vice-Chair shall perform the duties of the Chairperson; and
- Should the Chairperson’s position be vacated, the Vice-Chair shall serve as the Chairperson until the next election.

SECRETARY/TREASURER

- Send out meeting notices as directed;
- On at least an annual basis, update all members’ contact information, including correct mailing addresses, home and work telephone numbers and e-mail addresses. Provide this information to ONA;
- Collect names of nominees for elected positions and construct a ballot for all the names submitted;
- Confirm that the nominees are willing to serve;
- Verify that amendments to bylaws are properly submitted;
- Sit on the Elections Committee;
- Conduct correspondence as directed by the Executive Committee. 6.1.4.3.8 Has financial responsibility over the financial affairs of the PSHBUONA; and
- Keep itemized records, showing the source of all monies received and spent, and keep records, vouchers, work-sheets, books and accounts and all resolutions to verify such report.

MEMBER-AT-LARGE

- Conduct and supervise the affairs of the Membership Committee in accordance with these Bylaws;
- Ensures that all new hires are contacted in a timely fashion to discuss membership in the PSHBU-ONA and the ONA, ensures new hires are provided with a copy of the collective bargaining agreement and these Bylaws, an ONA membership application and to ensure that the new hires are introduced to the new hires’ unit representative;
- Strive to increase the membership of the bargaining unit;
- Ensure that the activists receive training in organizing; and
- Ensure that membership records accurately reflect who are: a) members in good standing; b) members in bad standing; c) fair share members; d) bona fide religious objectors; e) new hires who are potential new members; and f) non-members. The Membership Chair will ensure that the list is updated on an annual basis and before every vote of the bargaining unit.

PNCC CHAIR

- Conduct and supervise the affairs of the PNCC in accordance with these Bylaws;
- With the PNCC, make recommendations for educational and training programs compatible with identified hospital goals;
- Ensure each nursing unit has at least one member in good standing willing to participate on the PNCC Committee or as dictated by the collective bargaining agreement;
- With the PNCC, process and analyze unsafe staffing reports. Take necessary steps to address issues raised in unsafe staffing reports when necessary.