Baker City Technical Employees Win Adversity Award at 2020 ONA House of Delegates

ONA’s biannual convention and House of Delegates was convened virtually this year, on Sept. 22. At the event awards were announced for bargaining units and individual members whose work to strengthen their union is important and an example for all of us. ONA was proud to recognize you, the Baker City technical employee group, as the winner of the 2020 Adversity Award.

This award recognizes a bargaining unit that perseveres despite challenges placed in front of it. This group overcame what some ONA staff reported was “the worst anti-union management campaign [they had] ever seen,” to win this award.
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 and techs 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 healthcare worker 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 member has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative, Ateusa Salemi.