Management is putting off our negotiations!

Our ONA bargaining team requested bargaining dates starting March 30 through May and June so members could secure time off and get a good start on negotiations before our contract expires June 30. The response from HR was received 10 days later. They offered 1 ½ days in June which is only 7 days before our contract expires!

Our team again reached out to HR with some additional dates and suggested that we extend the contract until July 31, 2023.

The response was to continue to offer only the same 1½ days in June. They totally ignored the request to extend our contract.

In order to respond to this disrespectful behavior, we will all need to stand together and take action to support our bargaining team. We will announce our planned response soon.
Weingarten Rights

Why do I want to wear that green badge buddy?
If you are talking to anyone in management about any issue, please know that you have the right to have another ONA nurse with you as a witness.

These are your Weingarten Rights:
Forty-eight years ago, on Feb. 19, 1975, the Supreme Court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination.

You Are Being Asked Questions That Might Lead To Disciplinary Action: What Do You Do?
If you believe that discipline will result from a meeting with management/administration (in legalese, “an investigatory interview”), you can insist that a union representative be present during this interview. This is part of your “Weingarten Rights,” which references the 1975 United States Supreme Court case NLRB vs. Weingarten. Weingarten Rights apply only to members of a collective bargaining unit and are among the many benefits of having a union.

When an investigatory interview occurs, the following rules apply:

Rule 1): You must make a clear request for effective union representation before or during the interview:
Often an employee may not know at the outset that a meeting with management could lead to discipline. If such a meeting is or becomes an “investigatory interview,” you should assert your right to have a union officer of your choosing present. You cannot be punished for making this request. (Note: If the union representative of your choice is not available in a reasonable time period, it may be necessary for an alternative union officer to represent you.)

A typical Weingarten request would be: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my union representative arrives, I choose not to participate in this discussion.” Or you may simply say, “I want my union representative here.”

Rule 2): After you make this request, the interviewer has three options:
Grant the request and delay the interview until your union representative arrives and has a chance to consult privately with you. (Note: The right to representation is the right to effective representation, which translates in this rule as the right to consult privately with the representative before the interview. The union representative should also know what the meeting is about ahead of time so that he/she can effectively advise you.)
Deny the request and end the interview immediately; or
Give you a choice of: (I) having the interview continue without representation or (II) ending the interview.
(Note: It is not wise to choose the first option.)

Rule 3): If the interviewer denies your request and continues to ask questions, this is an unfair labor practice:
You have the right not to answer any questions until you have union representation. You cannot be disciplined for refusing to answer the questions, but you are required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination in some cases. The ONA represents all RN’s of the bargaining unit, both those who pay dues and those who do not, and is obligated to come to your aid without prejudice. If you are summoned to a meeting with a member of administration and discover that it is an “investigatory interview,” assert your right to have a union representative present.
Negotiation Planning Update

Your negotiation team has been meeting regularly to work on contract language. We just finished our pre-negotiation survey and will be using it to help steer us during this negotiation.

If you have suggestions or concerns regarding the contract now is the time to let us know.

☉ Alyson Rino
☉ April Williamson
☉ Megan Nelson
☉ Jenna Hall
☉ Hailey Keller

Please reach out with any suggestions or concerns you may have!

New FAQ on HB 2697 Safe Staffing Bill

Great news from Salem!

HB 2697 has passed out of the Oregon House Health Care Committee and was sent to the Joint Ways and Means Health subcommittee for budget analysis. Although ONA and our union partners did reach agreement with the Oregon Association of Hospitals and Health Systems (OAHHS) on amendments to the bill language, the bill hasn’t passed yet!

We are keeping a careful eye on the progress of the bill and will update ONA members when necessary.

Please visit here (https://www.oregonrn.org/page/SafeStaffing-resources) to review our updated FAQ on the status of the bill and the potential implications of HB 2697 (as amended) on nurses, our health care colleagues and our patients. You can also learn more about how YOU can help pass HB 2697!

Read a detailed summary of HB 2697’s amendments (https://www.oregonrn.org/page/SafeStaffing-AmendedBill)

Nurse Staffing: Help Pass HB 2697

Use this easy tool to write a letter to your legislator asking them to vote YES on House Bill 2697 to support health care workers and patients.

ONA Statewide Elections: Voting Open through May 15

Voting in the 2023 ONA Statewide Elections is open through May 15. This is an opportunity for every ONA member to have a voice in the future of nursing in Oregon.

This election features races for critical leadership positions, including contested races for the Labor Cabinet and the Cabinet on Health Policy, ANA delegates and more.

Voting Process and Information

ONA is using YesElections as the service provider for our 2023 ONA Statewide Election. Members were sent an email or postcard on April 13 from YesElections with your voting information.

The best way to ensure you receive a ballot so you can participate in the election is to make sure your contact information is up to date.

If you have not been receiving emails from ONA, please visit www.OregonRN.org/Update to update your information and communication preferences.

Didn't Receive a Ballot?

Search your junk/spam folders (and your promotions or other tabs in Gmail) for an email from YesElections on behalf of the Oregon Nurses Association.

If you did not receive your ballot via email, or if you have questions regarding your membership or election guidelines, please contact ONA at news@oregonrn.org

• Vice-President / ANA Delegate
• Treasurer
• Director
• Director: Recent Grad
• Cabinet on Education
• Cabinet on Health Policy
• Cabinet on Human Rights & Ethics
• Cabinet on Nursing Practice & Research
• Cabinet on Organizing
• Labor Cabinet Seats 7 & 8
• Labor Cabinet Seat 9
• ANA Delegate Seats for 2024 & 2025

www.OregonRN.org/Elections