

**Feb. 27, 2018**

### SHMC Executive Committee

- Lynda Pond (Labor and Delivery)
- Nancy Deyhle (ICU)
- Phyllis Hurt (NICU)
- Kevyn Paul (ED, University District)
- Jessica Detering (Labor and Delivery)
- Wendy Nau (OHVI 5)
- Lola Williams (Orthopedics)
- Abby Maurer (MOR)

### Grievance Committee

**Chair:** Laura Lay  
(Mother Baby)

### SHHCS Executive Committee

- Shirley Hofeld (Home Infusion)
- Maggie Yokum (Home Health)
- Karen Rice (Home Health)
- Jo Turner (Hospice)

### Maureen Smith

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## ONA Colleague Braves Snow to Share Personal Story of Unionizing

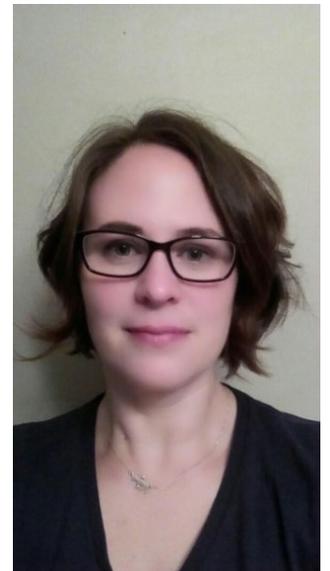
Val Whitmore, RN from Providence Newberg Medical Center (PNMC) came to speak to nurses and nurse midwives at the Nurse Midwifery Birth Center (NMBC) about her experience organizing and forming a union at PNMC. Thank you, Val, for dodging the snow to come speak to us! She has been a nurse for over 17 years and has worked over 15 years at the hospital in Newberg. Val explained why her and her coworkers decided to form a union—lack of a voice in decision making, respect and management not collaborating and only looking out for their bottom line instead of exceptional patient care.

Val recounted how a highly skilled and respected registered nurse (RN) was terminated for very little cause and had no avenue to contest the termination. Another event that Val remembers vividly was receiving a letter in the mail stating that nurses paid time off (PTO) accrual rate was being reduced and eight hours had already been removed from her PTO bank. Without say nor recourse, nurses at Providence Newberg Medical Center (PNMC) decided to organize.

Val remembers that the organizing effort and antiunion rhetoric of the employer, was a challenging time for the nursing staff. She and her coworkers realized that this was their

one chance to be able to have a say in their workplace and in the care of their patients, neighbors and family members—that was too important to give up on. Nurses at PNMC had great support and won their union election and unanimously ratified their first contract in May 2016. Now, before management can unilaterally change anything about their pay, benefits, or working conditions, they have to talk to the nurses at PNMC about it first.

PNMC nurses stand in solidarity with nurses and nurse midwives at PeaceHealth NMBC and Lane County Prenatal Clinic.



## What We Should Know about Upcoming Management Meetings

PeaceHealth management scheduled several meetings at the Nurse Midwifery Birth Center (NMBC) with nurses and nurse midwives. The last scheduled meeting was cancelled due to snow in the Vancouver, Washington area. PeaceHealth will say the purpose of the meeting is to share their opinion and give us the whole story of joining a union. However, PeaceHealth did not invite any Oregon Nurses Association (ONA) nurses or nurse leaders from the 1,300 registered nurses (RNs) at Riverbend who are union members for a balanced perspective. We have no doubt that this will be a meeting full of anti-union speech meant to discourage and dissuade us from voting “Yes” at our union election.

The anti-union speech can only be on company time and property. That means they must hold the meetings at the hospital and pay us for our time. That also means that if we are not on the clock or at work, we do not have to listen.

During these meetings, Dr. Foster and PeaceHealth human resource (HR) representatives, can make disparaging remarks about the union. However, there are some limitations on this speech. They cannot threaten reprisals for nurses and nurse midwives exercising their right to organize and promise benefits in

exchange for voting no. More generally, PeaceHealth management’s conduct cannot interfere with, restrain or coerce, nurses and nurse midwives in the exercise of our rights to organize.



### Employer **CANNOT**:

- Survey/take attendance/write names of people down/photograph.
- Interrogate: PeaceHealth can’t ask questions of nurses about their opinions or ask nurses about who is involved.
- Threaten: PeaceHealth can’t make direct or infer threats (ex., if you organize and join ONA, then we will close the birth center).
- Bribes: PeaceHealth can’t ask nurses to vote no in exchange for a reward (ex., if you drop this we will give you an equal seat at the table).
- Mandate attendance at the meeting.

### Employer **CAN**:

- State negative opinions about unions generally.
- State their preference that nurses not unionize.
- Strongly encourage nurses to vote no.

## This Week’s Hearing at the National Labor Relations Board (NLRB)

Thursday, March 1, 2018, our coworkers, Annie Snyder, Alyssa Wagner and Krystle Rodriguez, will attend a hearing at the National Labor Relations Board (NLRB) office in Portland, Oregon. PeaceHealth is objecting to us joining with our

colleagues at Riverbend. Because of this, Annie, Alyssa and Krystle will be testifying before the NLRB. Stay tuned for the next update on what happened at the hearing!