Safe Staffing Rally

Please join the Oregon Nurses Association at our **Safe Staffing Rally** on **Monday April 10** from **3 to 6 p.m.**

We will congregate at the corner of Martin Luther King Jr. and Cardinal Way.

Join Us During Negotiations

**Our next negotiations will be held on April 11 & April 12**

**In Room 200 All at Riverbend from 10 a.m. to 5 p.m.**

- **Tuesday, April 11:** Medical Center in the morning | Home Care in the afternoon.
- **Wednesday, April 12:** Home Care in the morning | Both Medical Center & Home Care compensation proposals in the afternoon.

**Join Zoom Meeting:**

bit.ly/3JbsHXK

Meeting ID: 450 007 4442

Passcode: KDN0C7

If you are not able to make it in person or are limited on time, please join us virtually as we continue to progress through negotiations! This Zoom link will stay consistent throughout negotiations so save it and pass it on. Simply click on the link or use your Zoom app and enter the ID and passcode.

We typically start by 1000 (10 a.m.) and go until 1700 (5 p.m.), but every day is different. You will enter muted and need to stay muted. If you are not allowed to enter the meeting, it’s because we are caucusing or on break. Check in later.

In solidarity - SHMC & SHHCS Bargaining Team
SHMC/SHHCS Bargaining Update

This week in bargaining, which focused on the Medical Center, we had some forward momentum that resulted in two tentative agreements (TAs). One formalized the Cultural Transformation Council (CTC) into the contract. This was an important step in establishing a permanent council to work on addressing bullying and incivility at Sacred Heart. The agreement means your union leaders will get to make appointments to the CTC ensuring that your voice is fairly represented there. The other TA was on an MOU covering charge nurse credentialing. We are hoping to continue this momentum in the coming weeks as we move past our contract expiration date of April 15.

A big part of the day was spent discussing the PeaceHealth system Professional Nurse Advancement Program (PNAP). Administration is proposing to replace our local PNAP with a system-wide version. We received a presentation on the PeaceHealth PNAP which management took as an opportunity to rationalize their position on adopting a systemwide approach to offering nurses a clinical ladder. However, the bargaining team is not convinced that a systemwide approach will benefit the nurses here locally and articulated exactly why a systemwide approach would be a step back for nurses. A lot of work has gone into creating your PNAP. The bargaining team believes it could use a few improvements but it is far superior to the one developed for the PeaceHealth system.

Unfortunately, the day ended abruptly on a very sour note. As we were discussing how to improve meal and break coverage for charge nurses, we learned from one of our team members that a charge nurse who had shared her challenges getting her breaks during the presentation on our Safe Staffing proposal had, on the morning of our bargaining session, been confronted by her manager about her testimony. This allegation is very serious and a possible violation of the law. Union members are protected from any kind of retaliation for speaking up about their working conditions or engaging in union activities. Your union plans to file an unfair labor practice charge against Sacred Heart for this incident.

We need you to show up at the rally on Monday to show your anger over this incident and show Sacred Heart that you are not afraid and will not tolerate this kind of intimidation by management. You are strong when you are united and its time to unite for Safe Staffing and improved working conditions. You deserve better from PeaceHealth. Show up and show them you mean business.
Free Education Money!

If you didn’t already know, our union contract guarantees we have money to spend on education every year. **Use it!**

Each nurse can request up to **$1,500** and **36 HOURS** above their units UBPC allowed amount. These funds and hours are on a first come first served basis and will be gone **JUNE 30**. If you are interested in taking advantage of this, you need to find some classes, turn in a request form to your manager for approval, and schedule the time off **ASAP**.

Your manager will forward it to the appropriate person and you should hear back fast. Carrie Robbins is the point person for the distribution of these funds if you need help figuring it out. If you don’t hear back fast, or you get caught in the paperwork, let me know at fainjen@gmail.com so we can help you before these funds are **GONE**!

By the way, we are negotiating to get more funds for next year. Tune in to the bargaining sessions to watch us fight for your future!

Protect Your License, Protect Yourself!

Should nurses carry their own personal liability insurance policy? YES! You insure your home, your car and your health. Why not your career? A common assumption is that your employer will cover you in any incident that may occur while at work. Technically an employer is responsible for the acts of its staff, but its interest is not necessarily consistent with protecting you. Your best protection is to have your own personal legal representation. Nurses are at more legal risk now than ever before.

Additionally, your employer’s policy will not protect you in an Oregon State Board of Nursing (OSBN) investigation. In fact, it could be your employer who makes the complaint to the OSBN about an alleged violation of scope or law. The OSBN must investigate each complaint it receives and, even if the complaint is dismissed, there are costs to you.

ONA advises all nurses, no matter where you work, to obtain your own liability insurance. ONA-endorses the Nurses Service Organization (NSO) because the coverage provided offers the best protection for you. Visit [www.OregonRN.org/NSO](http://www.OregonRN.org/NSO) for more information. Don’t wait, protect yourself today!
Weingarten Rights

If you are talking to anyone in management about any issue, please know that you have the right to have any ONA nurse with you as a witness.

These are your Weingarten Rights:
Forty-seven 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.