Executive Committee Prepares for Bargaining

Our executive committee met recently to begin preparations for bargaining. Our contract with the employer expires on June 30, 2020. We expect bargaining to begin in late Spring.

In their planning, our team has developed an initial list of proposals. We intend to identify one or two major themes around which we can build solidarity. They are also developing a survey and have calendared bargaining tasks.

We are holding elections for officers in February (See article on page 2). Nonetheless, our team decided to get started on this work to pave the way for whomever is elected.

Support Our Bargaining Team!

- Attend an executive committee meeting. See the schedule below.
- Volunteer as a contract action team (CAT) member. CATs liaise between floor nurses our bargaining team. We will hold trainings in early 2020.
- Watch for our survey coming in 2020. (Encourage others to complete it as well.)

Executive Committee Meetings

Every Wednesday 4:30—6:30 p.m. Location: CR 213

Nov. 20, 2019
Jan. 15, 2020
Feb. 5, 2020
Proposed Bylaws Amendment

Our executive committee is proposing an amendment to our bargaining unit bylaws to ensure we are compliant with state ONA bylaws.

The proposed amendment states that we will follow state ONA bylaws on electing delegates to the biannual House of Delegates. Delegates will be elected later this year for the House of Delegates which will meet on May 19, 2020 in Portland.

The election will be held online, starting at 9 a.m. on Friday, Nov. 8 and closing at 9 a.m., Friday, Nov. 15.

This provision will be inserted into our bylaws if a majority of nurses voting agree:

5.4 The selection and term of CA delegates is to be in accordance with the ONA Bylaws Article IV, Section 3. Subsections C and D.

Know Your Rights

Workshops in Albany

We encourage every ONA member to understand their rights as a worker, how to build nurse power, ONA member benefits, disciplinary procedures and grievances.

These workshops qualify you to become an ONA steward. However, there is no obligation to sign up as a steward. Just come and learn how we operate.

Nov. 2  Saturday  9:30 a.m. – 1:30 p.m.
Nov. 9  Saturday  9:30 a.m. – 1:30 p.m.

Register at least one week in advance.
www.oregonrn.org/page/knowyourrights

MARK YOUR CALENDAR!

ONA Convention and House of Delegates
May 18 – 19, 2020
Portland
Watch for call for nominations coming soon!

Willamette River Water Trail at Luckiamute Landing State Natural Area in Albany, OR.
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The Role of a Unit Stewards and Officers
Or Who Can Help When You are in Need

Being in a union brings advantages such as contractual protections, collective bargaining, the right to act collectively as a unified voice of professional nurses, and representation at meetings and other situations. Connecting people and resources is something that stewards, officers and ONA staff can do. Sometimes we can’t solve the problem but can at least help make situations more manageable. Many times, nurses don’t know who to contact first when a situation comes up; this article is intended help you navigate with more ease and less frustration.

Stewards and Officers are Your First Line of Support. We have stewards listed on our website. If you know someone who might be interested in serving as a steward, please have them contact an officer. If a steward does not have the answer, they can help you get in contact with additional resources and support. Even if you do not have a unit steward, you can contact a steward in another unit for support. You can also contact an officer or your labor representative. We ask that before moving up the chain, you try and get an answer from stewards, then progress to the officers and labor representative.

Disciplinary/Investigatory Meetings: If you’re informed that there’s a meeting with a manager that is investigatory, you have a right to a representative under the Weingarten rule. Contact your unit steward or an officer about your rights and scheduling the meeting to have someone else attend. If you can’t get a steward or officer, you can reschedule the meeting for another time.

Receiving a Corrective Action/“Outcomes Meeting”: If you are being asked to attend a meeting regarding a corrective action (which is already written) then it is not an investigatory meeting, and does not fall under the Weingarten rule. You can ask to have a representative if you like, and the manager/HR may agree to allow it on a case-by-case basis, but it’s not the situation the Weingarten rule is designed to address. We often get questions about this when a manager tells a nurse the meeting is not investigatory, but the nurse is still concerned.

What to do if a manager tells a nurse “this is not investigatory” but the nurse believes it could lead to discipline? They should confirm that in the meeting, with the question to the manager “So to clarify, there is no possibility that the information gained in this meeting will lead to discipline? I would like to write that down and make sure we are both in complete agreement so that I can be certain I do not need to assert my Weingarten right to representation.” It would not be a bad idea to have them sign the document – if they are not willing to agree, then Weingarten can be asserted.

Payroll Questions: First, ask your manager. They can help you determine if it can be resolved in your unit level, if you need to talk to HR, or if it’s a system issue that needs to be sent to Renton. Your officers, stewards and labor representative can help as well, but starting with a manager is the most efficient.

Union Updates: Make sure you’re receiving emails from ONA to a non-Samaritan email address. Check your bargaining unit webpage for updates or your unit bulletin board. If you have more questions, talk to stewards and officers. To update your contact information, visit the ONA website, OregonRN.org/11.

Contract Questions: Unit stewards, officers and ONA staff can help. Just reach out.
Meet Your New ONA Nurse Practice Consultant

Jesse Kennedy recently joined the Oregon Nurses Association (ONA) in the role of nurse practice consultant (NPC). ONA’s NPCs are registered nurses who provide support for staffing committees as well as providing advice and education on the Oregon Nurse Staffing Law and Oregon Nurse Practice Act. They also offer continuing education to ONA members through OCEAN and other venues such as convention. In addition, NPCs offer board and committee development education and serve on various state boards related to nurses as ONA representatives. They are a great resource for questions regarding nurse practice as well as the ins and outs of the nurse staffing law. In addition to a number of other ONA bargaining units, Jesse is assigned to Peace Health facilities in Lane and Lincoln counties.

Jesse has been involved with ONA since nursing school. Jesse’s ventures in professional development have led him to serve as President of the Lane Community College Student Nurses Association, President of the National Student Nurses Association, and Director-at-Large of the American Nurses Association. He has been directly involved in national initiatives focused on acceleration of practice initiatives for student nurses and empowering nurses to reach the pinnacle of their practice. Jesse’s role includes professional development outreach, education content development, and empowering our nurse staffing committees to build the best working environment possible.

Jesse is proud not only to be a native Oregonian but also a native Eugenian born at the University District Hospital when it was still the only Sacred Heart hospital in the area.

Don’t Miss Important ONA Emails

Common Reasons for Not Receiving ONA Emails

1. Spam/Junk Filters: Emails from ONA are being flagged as junk or spam by your email service provider.
2. No Email: ONA does not have an email on file for you.
3. Bad Email: ONA has an incorrect or outdated email on file.
4. Blocked: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. Opted Out: You have opted out of receiving emails.
6. Work Email Filters: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. Check your junk/spam/clutter folder for ONA emails: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. Email ONA: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.