Negotiations Update

Our ONA team is trying to set up dates for new negotiation sessions with the hospital. Because of multiple scheduling conflicts on both sides, it appears that we will be back at the table in October.

In the meantime, please come to an information session:

**Thursday, Aug. 22, 2019**
Elkhorn Conference Room
Drop in any time between 4-8:30 p.m.
The negotiation team will be meeting Thursday, Sept. 12 (in the Elkhorn Conference Room) and Wednesday, Sept. 25 (in the Physician’s Lounge) from 2-5 p.m., with drop-in times from 4-6 p.m. each day.

Stay up-to-date on your ONA contract negotiations, bargaining actions, events, and meetings at St. Alphonsus – Baker City with the ONA text messaging service. The text messaging service offers limited, timely updates on what’s happening in your bargaining unit and on other important issues that affect you and your patients.

Text **ONASAB** to 43506 to sign up

Message frequency may be periodic. Msg & Data rates may apply. To cancel, send STOP to 43506 at any time. For help, send HELP to 43506 at any time.

KNOW YOUR RIGHTS

You are invited to one of ONA’s Know Your Rights trainings to help nurses understand their contract, know their rights under the contract and build a stronger union. The trainings cover the basics of contract enforcement and workplace organizing.

Understanding your rights as an ONA nurse is one of the most important things you can do to empower yourself and your coworkers, advance your career, unlock worker protections, secure help in disciplinary procedures and grievances as well as access members-only benefits.

**Saturday, Aug. 24 (Baker City) 10 a.m. - 2 p.m.**
**Thursday, Sept. 5 (Hermiston) 2-6 p.m.**
**Friday, Oct. 11 (Ontario) 10 a.m. - 2 p.m.**

To register for any of these trainings, go to: **www.OregonRN.org/events**
Your Union, Your Rights

As a member of ONA, you are a member of a labor union and have specific rights guaranteed by the National Labor Relations Act (NLRA).

RIGHTS AS A MEMBER

- Bargain collectively through representatives of employees’ own choosing for a contract with your employer setting your wages, benefits, hours and other working conditions.
- Discuss your terms and conditions of employment or union organizing with your co-workers or your ONA Labor Relations Representative.
- TAKE ACTION with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency and seeking help.

WHAT MANAGEMENT CANNOT DO

- Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, transfer you, reduce your hours or change your shift, or otherwise take adverse action against you. Cannot threaten to take any of these actions, because you join or support a union, because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- Prohibit you from wearing union hats, buttons, t-shirts and pins in the workplace except under special circumstances.
- Spy on or videotape peaceful union activities or pretend to do so.
- Engage in Direct Dealing with employees, or change working conditions without union input.

What does it mean to be “direct dealing”? In general, an employer is obligated to bargain over its employees’ wages and other terms and conditions of employment when a union represents those employees. The union is the legally recognized representative of the employees. Doing otherwise, cutting individual deals with nurses without agreement by the union, is prohibited by law. Direct dealing is when an employer and employee discuss and take action without the union’s knowledge or presence in matters that fall within the scope of mandatory subjects of bargaining.

Changes to working conditions happen when a new policy comes up that changes the way that your day to day work happens, or creates a new circumstance for possible discipline. For instance, requiring nurses in certain departments to wear color coded scrubs, changing a requirement about education or licensing, or changing a scheduling system or vacation approval policy.

Any questions? Talk to your ONA executive team, your department ONA Steward or your ONA Labor Representative.

Oregon Nurses Foundation was established in 1982 to advance the profession of nursing in Oregon. They raise funds to support three key areas: scholarships, workforce assistance and retention programs. ONF’s goal is to raise $100,000 this year so they can award larger scholarships in 2020. Visit www.OregonNursesFoundation.org for more information or to donate.