Moving Forward: Washington, D.C. NLRB Hearing

The Regional National Labor Relations Board (NLRB) office will hold a hearing relating to the union election. The NLRB is the governmental agency which oversees union elections and ensures our right to organize, which is enshrined in federal and state law, is protected. The unfair labor practices (ULPs) we have filed are being reviewed by the NLRB Regional Director in Seattle.

ONA’s legal counsel, Tom Doyle has been working with us over the last couple months to gather evidence and testimony that supports our ULP complaints and request for assistance from the NLRB. The NLRB hearing will begin Thursday, June 9 and can take multiple days to complete, depending on testimony.

I’m Voting Yes:
Christine Knosp, RN

Chris has been a nurse for 39 years. She started her nursing career as an LPN and went back to school to become a registered nurse 17 years ago. Chris took on a caretaker role for aging and ill family members in her early adult life and it shaped her love for nursing. She has spent her entire nursing career at our hospital caring for family, neighbors, and friends. While continuing to work at the hospital, Chris picked up shifts in the local urgent care, a nursing home and has managed an adult foster care home for 22 years.

Q: What is your favorite (or the most rewarding) part about being a nurse?
“It sounds trite, but spending your career helping others is a worklife well spent. Nursing is always interesting and ever changing.”

Continued on Page 2
The Anti-Union Playbook: Spreading Lies

Although it’s illegal, making threats or implying adverse consequences if employees choose to unionize is one of many tried and true strategies used by employers to attempt to turn the tables when nurses try to organize. Take, for example, the issue of our pay. In 1:1 and group meetings, nurses were told by a unit manager that they couldn’t give raises or promotions to nurses because of the union contract.

Assertions like these can be concerning to those who hear them. The truth is, that’s the exact point of this kind of strategy - to cause anxiety, fear, and confusion in the weeks leading up to a union election. Under Section 8(a)(1) of the National Labor Relations Act (NLRA), it’s an unfair labor practice for an employer “to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7” of the act. For example, an employer may not “threaten employees with adverse consequences, such as closing the workplace, loss of benefits, or more onerous working conditions, if they support a union, engage in union activity, or select a union to represent them.”

As we move forward in our fight to keep our union, it’s very likely that Trinity management will continue spreading mistruths. Be on the lookout for them, and contact ONA immediately if you believe your rights under the NLRA are being violated. For the record, our payscale was bargained and agreed to by both Trinity management and our ONA bargaining team.

I’m Voting Yes: Christine Knosp, RN

Q: How did being an ONA member affect your staffing and working conditions, or your ability to make improvements or changes?

“Working at the hospital I have always been a union member. In my early years as an LPN, they were the only union-represented employees at the hospital. Whenever the contract came open for negotiations, we were approached by employees from all over the hospital with requests for changes, primarily the RNs. Eventually, the RNs organized their own bargaining unit. I am also a member of SEIU through the adult foster care home.

The one thing all these years and positions have taught me is that as a lone individual you have little opportunity to change conditions for yourself and your patients. There is power in concerted effort and working together as a unionized group is the only way to improve conditions for yourself, your coworkers and your patients. A written contract is the only thing that will provide you basic protections in the workplace.”

Q: What is the most challenging part about being a nurse?

“Trying to provide safe quality care to patients while working understaffed with inexperienced fatigued coworkers.”

Q: Are there things about your facility’s policies, procedures, or environment that make any part of your work or employment there especially challenging?

“They don’t apply their own policies consistently and fairly. They disregard them entirely when it suits them. They have made it extremely difficult to access the HR department and get information. There is no attempt to actually deal with their employees using their Just Culture standards. They don’t respect their nursing staff.”

Q: Why are you voting yes to keep ONA?

“I am currently a member of ONA and will continue to vote yes as long as I am working, they are our protection in the workplace for fair treatment.”

Q: Why should other nurses join you in voting for ONA?

“If you think you deserve some input and say in the conditions of your employment and your work life future, it is most possible through combined effort in ONA. We will get the most done as a cohesive group.”
Meet Sandi Kellogg, ONA Board Member

Sandi is a 23 year nurse and is the Dean of Health Sciences at Chemeketa Community college. Before serving on the ONA Board of Directors, she was a member of ONA’s Cabinet on Education for four years. Sandi became a nurse because she loves to help people. Now, as an instructor and Dean, Sandi loves watching students learn, seeing their growth and becoming their peer.

As an LPN, Sandi worked as a shift manager for long-term care in Ontario. Once she had her RN license she started working in the OR and PACU at Holy Rosary. She did this work for four years then moved into hospice work before becoming a nurse educator at Treasure Valley CC.

Q: How did being an ONA member affect your staffing and working conditions, or your ability to make improvements or changes?

“Barb Newton was the lead RN in PACU and the ONA Chair while I worked at Holy Rosary. She was instrumental to my professional development and kept me up to date with the happenings of our union. I recall a new rule being passed that allowed for a rest period after a number of hours worked (at the time, we were doing 8-hour shifts Mon-Fri with one night of call each week and one weekend of call on a rotating basis). I asked Barb what happens if we work over the allowed hours and there is an adverse event in the OR, is the hospital going to back us? She said ‘No, ONA is going to back you and ONA will back you if you call in a second crew to take over so that you can rest.’ That was my first realization that a new law didn’t mean the hospital was going to abide by it and if something happened to us, the hospital was not going to stand up for us, but ONA would.”

Q: Can you share why you think your colleagues at Ontario should vote yes to keep their union?

“What I’ve learned as a nurse, an educator and now as an ONA BOD member, is that nurses must stand together and recognize that this is their union. A union can only be as strong as its members. Once you all get past management’s anti-union tactics, and vote to stay in ONA, you need to join together to improve the bargaining agreement. You all are the best advocates for yourselves and your patients. It’s going to take involvement from everyone to create an ONA contract that supports nurses, your patients and gives you a work environment you all deserve and want. Moving forward, ONA can make sure to get your elected ONA Ontario leaders and stewards trained up so that you can become a stronger voice for yourselves. I also think that it’s important to get engaged and run for ONA state leadership. Eastern Oregon has a voice and needs representation from you all.”

Sandi was raised in Payette, Idaho and attended Boise State University. When she’s not at work, she is spending quality time with her 5-year-old granddaughter, daughter and son-in-law who live in Independence, OR. As a family they enjoy mountain camping, riding 4-wheelers, and going to the beaches in Florence and Pacific City.

Upcoming Meetings:

Wed., June 1 & Thurs., June 2
5-8 p.m. Come see where you are on the wage scale at Lions Park (look for ONA banners)

Friday, June 3
6:30-8:30 p.m. Meet & greet with Sandi Kellogg at Bert’s Growler Garage

Saturday, June 4
8-10 a.m. Coffee with Sandi at Jack Henry Coffee House
2-4 p.m. Tacos with Sandi at Tacos Mi Ranchitos (252 S. Oregon St., Ontario)

NOTE: all meetings in MST
## Funny Fiction vs. Real Deal Facts

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<th>Funny Fiction from Management</th>
<th>The Real Deal</th>
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<tr>
<td>“We can’t give you more money because of the union.”</td>
<td>Our ONA contract outlines the minimum management has to pay you. In fact, your ONA contract says they have to pay you bonuses and incentives just like in Boise, Nampa, and Baker City.</td>
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<tr>
<td>“We can’t promote you because of the union.”</td>
<td>Yes, you can move position, schedules, shifts as you want. Our ONA contract says the job postings should be transparent and not behind closed doors.</td>
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<td>“We won’t make anyone float that doesn’t want to...”</td>
<td>Management is force floating nurses into units without orientation with patient assignments. “Closed units” are only protected with our ONA contract.</td>
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<tr>
<td>“We are only following what we want to in the contract.”</td>
<td>Our ONA contract is fully intact. Management is violating the LAW by not following every part of the contract. Violating the law has consequences.</td>
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## Update Your ONA Contact Information

Are you getting important updates on your contract?  
Want to stay up to date on all that is happening at St. Alphonsus-Ontario and the rest of the health system?  
Then make sure ONA has your correct contact information.  
You will receive timely communication, with the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues, and workplace policies.

The process is quick! Simply visit this link:  
www.OregonRN.org/update  
Or use the camera app on your phone to scan the QR code below.

Don’t forget! You can visit your ONA bargaining unit webpage anytime at  
www.OregonRN.org/samco