ONA MEMBERS: KNOW YOUR RIGHTS!

ONA/SAO MEMBERS (RNS)
HAVE THE RIGHT TO:

► NEGOTIATE WITH YOUR EMPLOYER concerning your wages, hours, and other terms and conditions of employment.
► ASSIST ONA, your union!
► 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 WAGES AND BENEFITS and other terms and conditions of employment or union organizing with your co-workers or a union.
► 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 from ONA.
► STRIKE AND PICKET, depending on the purpose or means of the strike or the picketing.

IT IS ILLEGAL FOR YOUR EMPLOYER TO:

► PROHIBIT YOU FROM TALKING ABOUT OR SOLICITING FOR ONA/SAO 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, or transfer you, or reduce your hours or change your shift, or otherwise TAKE ADVERSE ACTION AGAINST YOU, OR THREATEN TO TAKE ANY OF THESE ACTIONS, BECAUSE YOU JOIN OR SUPPORT ONA, or because you engage in concerted activity for mutual aid and protection.
► THREATEN TO CLOSE YOUR WORKPLACE if workers choose ONA to represent them.
► Promise or grant promotions, pay raises, or other benefits to DISCOURAGE UNION SUPPORT.
► PROHIBIT YOU FROM WEARING ONA hats, buttons, t-shirts, and pins in the workplace except under special circumstances.
► SPY ON OR VIDEOTAPE peaceful ONA activities and gatherings or pretend to do so.

Please follow ONA STA-Ontario on FB at: ONA St Alphonsus-Ontario and on Instagram: @staontarioona

QUESTIONS? www.OregonRN.org/rights