ARTICLE 3. RECOGNITION

A. The Employer recognizes the Association as the sole and exclusive representative for collective bargaining purposes for all nurses employed by the Hospital, excluding supervisors, confidential employees, and registered nurses serving in an administrative capacity, nurse practitioners, CRNAs, certified nurse midwives, and registered nurses not working in positions within the definition of 2.A above.

B. A newly hired Registered Nurse, after the thirtieth (30th) day following attendance at New Hire Orientation, as a condition of employment, must:
   1. Become and remain a member of the Association in good standing (ONA member), or
   2. Pay to the Association a fair share amount, as determined by the Association Fair Share payer), or
   3. Exercise their right of non-membership because of a bona fide religious tenet or teaching of a church or religious body of which the nurse is a member (Religious objector). Registered Nurses must notify the Association in writing of a desire to change membership status. Such a request must be mailed to the attention of the Membership Coordinator at:

   Oregon Nurses Association
   18765 SW Boones Ferry Road Suite 200
   Tualatin, OR 97062

C. PAYROLL DEDUCTION: The Hospital agrees to deduct monthly dues and fair share payments in lieu of dues for those nurses who voluntarily authorize such deductions. The Hospital will promptly remit deducted monies monthly to the Association together with a list of nurses from whom deductions were made. In
exchange, the Association agrees to save and hold the Hospital harmless from any damages or injuries which might occur through errors and omissions on its part in administering this clause. The Association shall indemnify and hold the Hospital harmless against any and all claims, demands, costs (direct or indirect), suits or other forms of liability which are related in any way to action taken or not taken by the Hospital for the purposes of complying with any of the provisions of this Article.

D. A nurse who objects to payment of dues or payment in lieu of dues to Association based on a religious tenet or teaching against joining or financially supporting labor organizations shall not be required to join or financially support the Association. However, the nurse, instead of such payments to the Association, will pay sums equal to the Association's 'payment in lieu of dues' amount to a non-religious charity. The nurse will either meet with an Association representative or send a written statement to the Association, to set forth the nurse's objection(s). Upon request, the nurse will furnish the Employer and the Association with proof of such charitable payment.

E. The Hospital will provide the Association during the months of January and July with a list of bargaining unit nurses that includes each nurse's name, employee identification number, address, FTE status, home unit, shift, level of seniority, year to date actual hours worked, date of hire and telephone number on file with the Hospital,

1. The Hospital will provide the Association monthly with a list of nurses who were added to the bargaining unit or left the bargaining unit that includes each such nurse's name, employee identification number, address, and telephone number on file with the Hospital, FTE status, home unit, shift and level of seniority.

A. The Hospital will provide thirty (30) minutes during new hire nursing orientation for an Association representative, to discuss the Association with new
bargaining unit nurses. Professional Development produces the schedule of new hire orientations for a calendar year in January of that year which is available online. The hospital agrees to allow ONA to hold an orientation meeting for represented employees. The Hospital will allow a period of up to thirty (30) minutes for a union representative, on paid time, to discuss the union with bargaining unit members. This representative must receive prior authorization from their supervisor to leave the department. This request will not be unreasonably denied. The Hospital shall inform each new hire of the date, time, and place of the regularly scheduled mandatory orientation meeting. When the new hire is unable to attend the orientation meeting, the new hire will inform the Hospital, who shall notify the Association representative and provide personal telephone and personal email address.

G. The employer will allow designated union representative paid Union time when representing bargaining unit members at management called investigatory and disciplinary meetings. If requested by the nurse, the Hospital shall allow an unpaid union representative to attend a disciplinary meeting.