It’s Election Time!

As a democratic organization, we thrive when candidates run for elected offices. Without elected officers, we are a weaker body.

Nominations are open for all ONA/Samaritan Pacific Communities Hospital (SPCH) offices in our bargaining unit. Current incumbents and others are invited to run for any of the seven seats available on our executive committee: Chair, Vice Chair, Secretary, Treasurer, Grievance Officer, Membership Chair, or Professional Nursing Care Committee Chair.

These roles are described in our ONA/SPCH bylaws, which can be found at www.OregonRN.org/89.

Please encourage your colleagues to run for an executive office.

We will begin bargaining a full contract to the one-year rollover we ratified last month, which expires June 30, 2021. The negotiating committee consists of the executive officers, who we will elect this fall, and possibly other members those officers may appoint.


Hospital District Governed by Elected Board

Did you know you can attend their meetings?

While operated by the Samaritan Health Services (SHS) based in Corvallis, our SPCH is actually owned by our local Pacific Communities Hospital (PCH) District, which is a public entity separate from SHS. The district was formed by public election and created in March 1972, has a publicly elected board and encompasses an area from Depoe Bay to Yachats.

Voters of the district elect the five-member hospital board which makes formal decisions about its governance.

The PCH District Board, “operated the Newport hospital until Jan. 1, 2002, when it entered into a 30-year lease and operating agreement with Corvallis-based Samaritan Health Services,” according to the PCH District’s website: https://www.pchdistrict.org/about-the-district/.

The PCH District owns the physical plant, i.e., the buildings and parking lots. SHS handles operations, i.e., receiving operating revenues and paying operating expenses as well as managing the employees.
According to its most recent budget message, the PCH District received total income of $1.36 million dollars from the tax on local property owners in the fiscal year ending June 30, 2020. The district paid SHS a 70 percent operating levy of $954 thousand in that fiscal year (see: https://www.pchdistrict.org/board-meeting-minutes/).

Like other elected bodies in Oregon, the board is subject to open meeting and public records laws (see: https://www.doj.state.or.us/oregon-department-of-justice/public-records/attorney-generals-public-records-and-meetings-manual/). The board meets on every third Monday of the month at 4 p.m. in the Samaritan Center for Health Education at 740 SW 9th Street in Newport.

These meetings are open to the public! Board members are elected to four-year, staggered terms in May of odd-number years. The current board members are:

- Ralph Breitenstein, MD, Internal Medicine
- David Long, MD, Internal Medicine

### Hospital District Governed by Elected Board (continued from page 1)

- Fred Postlewait, President and CEO, Oregon Coast Bank
- Bonnie Saxton, Broker/Realtor, Advantage Real Estate
- Kath Schonau, BSN, RN, President, Aging Wisely with Heartfelt Hands

### OTHER SAMARITAN HOSPITALS

The Lincoln City Hospital has an analogous arrangement with SHS. The North Lincoln Health District has a publicly elected board that operated the Lincoln City hospital from its opening in September 1968. In 2001, that district reached a similar 30-year operating and lease agreement with SHS (see https://www.northlincolnhealthdistrict.org/).

The two Willamette Valley hospitals joined SHS in a different fashion than the coastal hospitals. Lebanon and Albany hospitals formally merged with the Corvallis hospital a few years earlier. In 1997, Lebanon Hospital joined SHS, followed by Albany General Hospital two years later. Prior to consolidating with SHS, these two hospitals were non-profit organizations, not public entities with elected boards. Unlike SPCH and SNLH, Albany and Lebanon have no governing bodies outside SHS (see: https://www.samhealth.org/about-samaritan/our-organization/history).

### ONA Resources for Members Impacted by Fires

ONA, along with many other organizations, is marshalling resources for members who have been personally impacted by the fires in Oregon. This includes a new emergency dues relief program and grant programs for individuals in need of assistance approved by the ONA Board of Directors.

The emergency grants program is intended to help cover expenses associated with wildfire evacuations. Members who have been evacuated for 48 hours or more are eligible for a grant of up to $500 to help support you and your family.

If you are experiencing financial hardships due to this disaster, know that we are here for you. Please contact us at MemberServices@OregonRN.org to apply for our new emergency dues relief program OR emergency grants program and let us know what else we can do to support you.

For additional information on available resources or how you can help, visit the ONA website: www.OregonRN.org/Wildfires.
Seeking Contract Action Team (CAT) Members

Do you know a nurse who wants to get involved in bargaining next year? We are seeking Contract Action Team members (CATs) for our next bargaining round. CATs are the liaisons between members and our negotiators during bargaining.

Each CAT is assigned to five to seven nurses, ideally nurses with whom the CAT already has an established relationship. Every two to three weeks during bargaining, CATs will have brief conversations with each of their assignees. These conversations should be face-to-face on breaks or downtime during shifts.

The time commitment is minimal. Most of these conversations happen before or after work, during 15-minute breaks or meal periods, or downtime. There are no meetings to attend except the one-hour training.

Our bargaining typically last several months until we ratify a new contract. The current contract expires June 30, 2021.

CAT training is provided by Gary Aguiar, our ONA labor representative, who offers a one-hour session to learn the basic role of a CAT member, practice some role play, and ask questions.

CAT trainings have been scheduled for:
- Oct. 14, Wednesday, 10 – 11 a.m.
- Oct. 17, Saturday, 10 – 11 a.m.
- Oct. 19, Monday, 1 – 2 p.m.
- Oct. 24, Saturday, 10 – 11 a.m.
- Oct. 29, Thursday, 10 – 11 a.m.
- Oct. 29, Thursday, 1 – 2 p.m.

Register by contacting Gary via text/call at 503-444-0690 or email at Aguiar@OregonRN.org.

CAT MEMBERS

- **Know** the workers in their areas.
- **Reach out** to each worker individually.
- Complete an **assessment** for each worker.
- Ask workers to **complete bargaining surveys** and turn them in.
- **Talk to workers** who are unsure about their role in or support for their union.
- **Report results** of assessments to chief CAT.
- Continue to have conversations with members throughout negotiations, **giving them updates** from the negotiations team, and sending information back to the team from the members.
- **Defuse negative energy** coming either from anti-union members or the employer.
What are Your Weingarten Rights?

In the case *National Labor Relations Board vs. J. Weingarten, Inc.*, the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it’s important that we all know our rights in order to protect ourselves and our coworkers.

You Have a Right to Representation

Every nurse has discussions with supervisors about job performance. When this happens to you, there is an important question to ask your boss, “Could this meeting lead to discipline or affect my personal working conditions?”

If the answer is “Yes,” stop the meeting and invoke your Weingarten Rights by saying:

“If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”

How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- Ask the supervisor or manager who is present, “Could this meeting lead to discipline or affect my personal working conditions?”
- If the answer is “Yes,” stop the meeting immediately.
- Invoke your Weingarten Rights by saying: “If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this discussion.”

- Contact your ONA steward or ONA labor representative immediately or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative, Gary Aguiar.

Need help remembering your Weingarten Rights?

Request an ONA badge backer from your labor representative, Gary Aguiar. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.