When would a vote happen? If our ONA team does not reach a tentative agreement on Dec. 20, an online vote to authorize informational picketing will begin on Friday, Dec. 21. Voting will close at the end of the day on Friday, January 4.

Who is eligible to vote? According to our bylaws, only ONA members in good standing are allowed to vote in the union. If you are not yet a member, you may join by contacting ONA (see info on other side).

Why do we need to vote? Informational pickets are a powerful demonstration of nurse solidarity – but only if they are supported by a strong majority of nurses. Voting in support of further action lets our ONA team know that they’re moving in the right direction and that they have our support to keep pressing forward.

Our hope is that we can reach tentative agreement without the need for further action. But if the ONA team deems it necessary, having prior endorsement from nurses helps us move quickly.

Is this the same as a strike? Informational picketing is not a strike.

During a strike, nurses collectively withhold their labor by refusing to report for their shifts. A strike is the most powerful economic tool workers have in the workplace. The vast majority of union contracts are settled without a strike.

Like striking, picketing is a visible, public demonstration of union solidarity. It shows that nurses are committed to one another, and to holding the line on issues they care about.

Unlike a strike, hospital business continues as usual during an informational picket. Nurses would continue to report for work; participating in the picket during non-work hours (i.e., before/after a shift or during breaks).

Is informational picketing really necessary? While we hope we can reach agreement soon, we’re still far apart on key issues related to patient care, recruitment and retention of quality nurses, and hospital staffing.

Engaging in informational picketing will alert our patients and the community to the fact that St. Charles administration is not in alignment with the values and priorities held by their nursing staff.

When would a picket happen? No date has been set yet. Assuming the action is authorized, our ONA team would work with union staff to determine the most effective and strategic time for a picket. There would likely be several shifts scheduled during peak traffic hours.

In the hospital setting, unions are required to provide 10-days notice to the employer prior to engaging in a strike, picket, or work stoppage. Our ONA team would provide as much (or more) notice than that to bargaining unit members.

Can I get in trouble? Informational picketing is legally protected activity under federal labor law, as long as we give the employer proper notice and limit our activity to public areas around the hospital.

It is illegal for managers to talk to employees about picketing or question their plans to participate, just as it is illegal for managers to question or punish employees for any union-related activity.

How can I help? If the issue comes to a
vote, the ONA team encourages nurses to VOTE YES.

If and when a picket is necessary, nurses will be asked to join the picket line. When we picketed in 2012, we had approximately 600 people participate. Nurses were joined by family members, coworkers, friends, community members, other labor unions, and elected officials.

Does this vote mean we’re getting closer to a strike? If the employer is unwilling to move towards agreement after we engage in picketing, our ONA team may determine that a strike authorization vote is necessary. A similar voting process and timeline would be required, and nurses would have at least 5 days notice of a vote and at least 10 days notice of an actual strike. We have not yet reached that point yet, and are hopeful we can avoid it.

Questions?

If you have additional questions about informational picketing, please contact a Contract Action Team member on your unit.

Become a CAT member by emailing hallay@oregonrn.org.

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# Vote to Authorize Informational Picketing

If we do not reach a tentative agreement during mediation on Dec. 20, voting will go live on our bargaining unit webpage on Friday, Dec. 21. Voting will close at end of day Friday, Jan. 4.

**VOTE ONLINE!**

[https://www.oregonrn.org/92](https://www.oregonrn.org/92)

Per ONA’s bylaws, only members of the union are allowed to vote. If you would like to become an ONA member, contact ONA’s membership services department at MemberServices@oregonrn.org

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# ONA Bargaining Update Meeting

Thursday, Dec. 20 at 6-9 p.m.

East Dining Room

Our ONA team will share what happened during mediation and discuss next steps in our fight for a fair contract.