Your Rights to Union Activity

Under the National Labor Relations Act (NLRA), section Section 8(a)(3), it is unlawful for an employer to discourage employees from engaging in union related activity "by discrimination in regard to hire or tenure of employment or any term or condition of employment." For example, employers may not discharge, lay off, or discipline employees, or refuse to hire job applicants, just because they are pro-union.

Under the NLRA, which was passed by congress in 1935, it is illegal for an employer to:

- Engage in discriminatory conduct that is inherently destructive of employee rights under the Act
- Refuse to hire or consider job applicants because of their union membership, activities, or sympathies
- Penalize employees for signing petitions or filing grievances related to wages, hours, working conditions and other job issues.
- Discipline employees for asking other employees to support the union, to sign union cards or petitions or to file grievances, or for talking with coworkers about wages or working conditions.
- Refuse to hire or consider job applicants because of their union membership, activities, or sympathies
- Refuse to promptly reinstate returning unfair labor practice strikers, or returning economic strikers who have not been permanently replaced
- Grant a benefit to nonstrikers and/or replacements that is withheld from strikers or impose a burden on strikers that is not placed on nonstrikers or replacements.
- Permanently replace locked-out employees.

If you have reason to suspect that your rights under federal law have been violated, please contact Lydia Hallay at hallay@oregonrn.org.

Next Mediation Scheduled for December 20

Our ONA team will be returning to mediation on Thursday, Dec. 20. This session will be immediately followed by a bargaining unit meeting, where our team will provide an update, and discussion about next steps in our fight for a fair contract - which could include a vote to authorize informational picketing.

More Green Scrubs on the Way!

Please continue to wear your green ONA scrubs on Mondays and Thursdays. If you don’t have scrubs yet, don’t worry! We’ve ordered more and are expecting the delivery in coming weeks. Stay-tuned!
ONA nurses at St. Charles have a long history of public activism around safer staffing, better wages and benefits, and improved working conditions. As we continue forward on our path towards a fair contract, it’s helpful to think about struggles we’ve faced and victories we’ve achieved in years past.

Our 2012 contract negotiations were especially challenging. Over the course of 19 sessions (including 11 with a federal mediator), we engaged in petition drives, sticker days, public outreach, and an informational picket on Sept. 10, 2012. That informational picket drew nearly 600 people to the sidewalks outside of St. Charles. We were joined by our family, friends, and members of our community; we reached a deal shortly after.

Whether getting through a hard shift or a tough contract fight, we’re at our best when we stick together. Our strength is in our relationships, not just with one another as RNs, but with coworkers, friends, patients, and community. Through our union, we are connected to nearly 15,000 ONA-represented nurses across Oregon, and 1.7 million nurses, teachers, and healthcare professionals nationwide.

If you haven’t yet, now is the time to discuss ONA negotiations with your network of support, whatever that means to you. Have you talked with your congregation? Your snowboard buddies? The CNAs and other care providers on your unit? Every one of us have people we rely on—people we know will have our backs when we need it most.

As our ONA team prepares for our next mediation session on Dec. 20, we can support them by telling our friends, families, and community members:

- We’re fighting to ensure nurses can afford to live and work at St. Charles
- We’re fighting for the tools we need to provide safe, adequate care to our patients
- We’re fighting to keep St. Charles accountable to our community

Just like we did in 2012, we’ll need help from our friends to reach the finish line. Now is the time to engage them.

It’s Time to Spread the News

To receive ONA text messages, text ONASTCB to 43506

You can opt-out at any time by texting STOP to 43506.

Frequency varies by user/month. Msg & data rates may apply.

Stand together during contract negotiations and have a voice and a vote in your contact!

ONASTCB

Ona
Voice of Oregon Nurses Since 1904

JoinONA.org is the quickest, easiest way for nurses to become ONA members or for fair share payers to upgrade to full ONA membership.

Are you ready to become an ONA member or know a colleague who should join?

Go to www.JoinONA.org, to complete ONA’s online union application and show you’re willing to stand together with your colleagues to help win a fair contract.

Contact MemberServices@OregonRN.org if you have any questions.

www.JoinONA.org

ST CHARLES NURSES UNITE!