Our St. Vincent Stewards’ Council is Going Strong

Are you passionate about nursing, nurse engagement and involvement, staffing or are you just a union or law nerd that wants to learn more? Think about joining your colleagues on the St. Vincent Stewards Council. This group of volunteers is committed to being available to answer questions from you or your coworkers. They assist with investigatory meetings, learn about the organization and know the basics of your contract.

When things are happening in the workplace, your steward acts as a point person or resource. For example, during bargaining when there are questions about announcements such Red Rules, extended illness time (EIT) changes, or when you need a steward to support you with your Weingarten Rights.

Your ONA bylaws have more information about the council if you would like to read more visit the ONA/Providence St Vincent Medical Center Bargaining Unit webpage: www.oregonrn.org/83 and follow the link under documents or Click Here.

Stewards are given basic/introductory steward training and resources. ONA steward training offers mentoring and opportunities to attend meetings to gain experience.

We have quarterly steward dinners to give an opportunity to network, get updates and have fun with nurses from other units.

Advanced steward training is available for those who want to learn more. Stewards aren’t expected to know everything, but they will know how to help people make connections to get their questions answered.

Our goal is to have at least one steward in every unit and shift, though there is no limit. Currently we need stewards in: Critical Care (CC) Float Pool, Pediatric OR, Float Pool, Medical Procedures Unit (MPU), Oncology, Pediatrics and Pediatric Intensive Care Unit (PICU).

If you want to learn more or join us, contact a steward, an officer or your ONA Labor Rep.

All stewards’ and officers’ names and contact information are listed on the bulletin board in units, and the ONA website.

Stewards’ Council Elections and How to Get Involved!

We are just wrapping up confirmation elections for all your current stewards and starting the next round for two new incoming stewards in the Float Pool and Cardiovascular Lab (CVL).

For a current list of your ONA stewards, Click Here or visit the ONA/Providence St Vincent Medical Center Bargaining webpage www.oregonrn.org/83 under Unit...
**Update Your Email Address with ONA To Stay Informed**

The Clinical Ladder Agreement was voted electronically in December, and e-mail notification was used.

This was the first time that our unit has not had in-person voting and the first time we have not mailed notifications to home addresses. Concerns were raised later that the notice wasn’t received about the voting from some nurses. We want everyone to know what is happening and to have an opportunity to vote and be involved. Please be sure that ONA has your non-work e-mail address so that we can send notifications. You can update your information [CLICK HERE](#) or visit [www.OregonRN.org/11](http://www.OregonRN.org/11)

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**Don’t Miss Important ONA Emails**

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at [News@OregonRN.org](mailto:News@OregonRN.org) with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

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**Common Reasons for Not Receiving ONA Emails**

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
3. **Bad Email:** ONA has an incorrect or outdated email on file.
4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

**Fixing Problems to Receive ONA Emails**

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at [News@OregonRN.org](mailto:News@OregonRN.org), and include your name, personal email and facility you work at in the body of the email.
Steward Resource Center.

Our local ONA Bylaws require that stewards be elected by the nurses in their unit every two years. There is no limit to the number of terms a steward may serve. To be elected, the steward candidate must submit a nomination form signed by at least 10 nurses in their unit and the steward pledge. To be confirmed, the steward candidate must receive 50% +1 approval of eligible ballots.

Stewards’ must be ONA members, but any nurse in the candidate’s unit may vote for a steward – ONA membership is not required.

Clinical Ladder Education

Some information was distributed recently to the nursing managers that was not correct about clinical ladder and education. Please be aware that education required for positions (advanced cardiac life support (ACLS), neonatal resuscitation) are counted towards education hours for clinical advancement ladder (CAL).

Clinical ladder educational sessions for the nursing staff are being scheduled and will be announced soon.

The new clinical ladder agreement is not printed in our contract booklets and is a separate document to read more visit the ONA/Providence St Vincent Medical Center Bargaining Unit webpage: www.oregonrn.org/83 and follow the link under documents or Click Here.

Negotiations ongoing at Providence Portland, Willamette Falls, Milwaukie, Seaside and Home Health & Hospice

To read updates on bargaining at the other Providence units, visit their webpages through the Oregon Nurses Association homepage at: www.OregonRN.org.

The campaign to keep the current Extended Illness Time (EIT) program in place without Providence’s proposed changes is ongoing at your sister units’ bargaining tables. As the other Providence nurses organize to prevent changes to EIT, we will be keeping you updated on what you can do to prevent these changes.

Providence Portland bargains next on March 11.

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.

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

Continued on page 4
Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference April 10-11, 2019 at the Portland Hilton in downtown Portland.

Discover how to build power and create a community of committed advocates to lead changes in your workplace.

Who Should Attend
Emerging and existing bargaining-unit member leaders. Student Affiliates may also attend if space is available. If you want to attend but are unsure about your membership status, please contact us.

April 10-11, 2019
Portland, OR

Registration
Registration is free for members and student affiliates. Save your seat at the conference by registering today!

www.OregonRN.org/event/2019BUCon

What are Your Weingarten Rights?
continued from page 3

representation I respectfully choose not to participate in this discussion.”

• Contact a steward or officer and have them assist you by attending the meeting or rescheduling. If you can't reach an officer or steward, contact your ONA labor representative.

• 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.