Multiple Bargaining Sessions

Your Oregon Nurses Association (ONA) Unity bargaining team met with Legacy management on Friday, May 29 and again on Monday, June 1 and continued exchanging contract proposals. At these last two sessions, we started bundling multiple proposals together to see if there were deals to be made with management.

While we believe our side showed significant movement in an attempt to find common ground, we are still seeing very little reciprocation on the part of Legacy. They continue to make proposals that would leave us without protections from unfair discipline, limit our voices in nursing practice issues, and they are even willing to agree to recognize Martin Luther King Jr. Day as a holiday in our contract.

Because of the small movements on the part of management, we will be starting conversations with our bargaining unit about how we are going to escalate, show solidarity with one another, and show Legacy that we are serious about winning a contract that gives us the same rights held by other ONA nurses.

COVID-19 Testing

We continued discussions with Legacy regarding a broad range of issues related to COVID-19 testing, including protocols for retesting, use of the exam room in the PES, and PPE standards.

For PPE standards, our position is that Legacy should follow the highest standards recommended by the CDC (see graphic to the left).

We know that PAPRs and N95s are used by nurses at Legacy Emanuel and Legacy Silverton, and we believe nurses at Unity should be equally protected.

Solidarity Days Continuing

While we’ve been slowing down on the Solidarity #blackout Tuesdays, we are going to be ramping back up soon in a new way.

The ONA bargaining team is calling on all nurses to wear ONA t-shirts instead of wearing black clothes. Our contract action team will be collecting shirt sizes from everyone as well as getting feedback on whether people want to wear black or green shirts. Stay tuned for more info!

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 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.