Your Oregon Nurses Association (ONA) Unity bargaining team met for our sixteenth bargaining session today with Legacy management.

Progress can best be described as 'incremental.' We spent much of today discussing how the facility is dealing with patients who test positive for COVID-19 and encouraged Legacy to follow CDC guidelines regarding when nurses should be excluded from work in the event of a COVID-19 exposure. To view the CDC’s guidelines follow this link. Or go to www.CDC.gov.

We raised the issue of masking patients again and management told us they are currently looking at prototype masks patients can use. In addition, our bargaining team asked that all patients that come through the PES be tested for COVID-19.

We also returned to an earlier discussion about ground rules for our bargaining process. Because Multnomah County is currently developing plans for reopening, we talked about how that would include in-person as well as videoconference options.

Finally, we have agreed in-concept to regular meetings between ONA Unity bargaining team nurses and Legacy nurse management to discuss practice issues related to COVID-19.

This is something nurses have been pushing for since the beginning of the pandemic. While it would have been much better to have had this agreement months ago, we know that COVID-19 is not going away and so we were glad that Legacy has finally come around to seeing the importance of open, two-way communication with nurses on this issue.

We know that bargaining is going slowly, which is normal at this stage in the process, but it also means that we are going to need to take action together as nurses to keep the pressure up.

Our bargaining team and our contract action team (CAT) will be discussing plans in the coming weeks about how we do this. Expect to see more news on this soon.

Our next bargaining sessions will be June 26 and July 13. As always, all Unity nurses are invited.

If you're interested in attending, please reach out to a bargaining team or CAT member.

Upcoming Bargaining Sessions
June 26 & July 13
Unity nurses are always welcome!
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 (S to 5XL) 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.