The Union Difference

Since winning our election last Wednesday, already a number of things have changed for the better for nurses at Unity. Just by winning our election, we have made two major gains: Weingarten rights and status quo.

**Weingarten Rights:** *The right to have a union representative.* Previously we have not had a right to representation. Now, if a nurse is called into an investigatory meeting with a supervisor that could lead to discipline, we now have the right to representation in the meeting. So if you find yourself in this situation, invoke your rights! Say “If this discussion could lead to my being disciplined, I request that a union representative be present at the meeting. Without representation, I choose not to answer any questions.” Then contact ONA.

**Status Quo:** *Management cannot make unilateral changes to our working conditions without our agreement.* This a major difference. Many of us have experienced administration arbitrarily changing what they like, when they like, without our say. Since our election that has changed. Status quo means that any current policy or process remains in play until we negotiate and vote to accept our own contract. Any unilateral changes by management without negotiating in good faith with us is an unfair labor practice.

Local Leaders Support Nurses

Last Wednesday, we met with Multnomah County Commissioner Jessica Vega Pederson to share our stories and experiences at Unity.

And we continue to meet with local politicians. Why are these conversations so important? As of the day we met with Commissioner Vega Pederson, Legacy still maintained that they plan to request review of the NLRB’s decision and our union election victory.

Our next opportunity is with Oregon Legislator Tawna Sanchez on Monday the 8th, 6 p.m. at the Encorepreneur Cafe.

It is our chance to urge leaders in our community to ask Unity not to waste any more valuable time and resources on an appeal. Unity needs to respect the NLRB’s decision and to our vote.

Please RSVP for the meeting by contacting Annabel Torres: (503) 309-3359 or torres@oregonrn.org.

Engage with Local Leaders:

**Monday, July 8  6–8:30pm**

The Encorepreneur Café
1548 NE 15th Avenue
Portland, Oregon

Representative 43rd District
Tawna Sanchez
Our First Bylaws

What are bylaws? Bylaws set out clear guidelines for us to do our ONA union work. Every ONA bargaining unit has bylaws. They outline processes such as officer nominations, notice requirements, and contract ratification votes, and voter eligibility.

Why do we need them? Setting clear guidelines establishes much needed infrastructure for us to move forward. Not just for the immediate future as we prepare to negotiate our first contract, but for the long term and future nurses at our hospital. For example, down the road, what is the fair and equitable thing to do if an elected ONA chair person steps down mid-term? Bylaws give current and future ONA leaders the tools we need to the work.

How do we get our own? Sample bylaws will be floating around on the unit this week and they are also posted here for folks to review: oregonrn.org/unity under documents. Once the model bylaws are updated with our name, the final version will be posted and circulated for review. Then we will hold an online vote to adopt the bylaws, tentatively for July 10 – 12. If adopted, the bylaws will govern how we move forward.

ONA Support for Our Staffing Committee

Therese O’Donnell, ONA’s Nurse Practice Consultant met with us while we were still organizing prior to our vote. Now she’s looking forward to working more directly with us and our staffing committee to address the concerns that we have around patient safety.

She is scheduled to provide us with a staffing law training on Monday, July 22, at 6 – 8:30 p.m., at The Encorepreneur Café, 1548 NE 15th Ave.

For those of us who didn’t meet Therese:

She has been a registered nurse since 2011 and has experience in Rehab, ICU, and Telemetry. Additionally, she has experience in global health having worked in rural Kenya for four months in 2014.

Prior to joining ONA, she worked as a telemetry nurse at St. Luke’s Medical Center in Idaho while also working at Boise State University’s Center for Health Policy as a member of a team whose primary research focused on the effects of home visiting as an early intervention strategy in promoting maternal, infant, and early childhood health and development.

In addition, she has experience in program evaluation and qualitative research and has worked on studies related to burnout among home visitors and experiences of first time fathers enrolled in home visiting programs.

As of May 2017, Therese obtained her Masters of Health Science with an emphasis in health policy and a Graduate Certificate in College Teaching.

She is eager to use her skills and expertise to work for nurses’ rights and keeping patients safe.

She looks forward to meeting you in three weeks.

In the interim, here is a link to the ONA Staffing Committee Resource Manuel: