What’s Next?

Once the results of our National Labor Relations Board election are certified on July 12, our employer will be required to sit down and negotiate with us over our wages, benefits and working conditions. ONA staff will assist us with every stage of this process, including the following steps, which will happen over the course of the next month:

Week of July 1: Model bylaws will be circulated for review. Every ONA bargaining unit is governed by bylaws, which typically include things like officer roles/responsibilities, election procedures and contract ratification guidelines.

Week of July 8: Online vote to adopt our own bylaws. Once our bylaws are approved, we can begin to nominate coworkers to lead our bargaining unit as ONA officers. An example of model ONA bylaws can be found here, or go to OregonRN.org/Unity and following the link under the documents section.

Week of July 15: Officer nomination forms circulated and collected. Electing officers to lead our

What's Different with Discipline?

Before we organized, Unity's policies regarding the terms and conditions of our employment – including how disciplinary issues are handled – were not legally binding. In a non-union setting, employers can change the rules at any time, and for any reason.

Now that we're unionized, the law prohibits Unity from "unilaterally changing bargaining unit employees' terms and conditions of employment." If the employer wants changes, those changes must be negotiated with us – otherwise, they will be committing an unfair labor practice (ULP).

During the collective bargaining process, we will bargain contract language regarding how discipline is handled in our facility. That language will eventually supersede any existing policies that Unity may have. Until then, the existing policies must be followed.

Remember, if you are called into an investigatory meeting with a supervisor that could lead to discipline, you now have the right to representation in the meeting (i.e., Weingarten Rights). If you find yourself
**What’s Next (continued from page 1)**

Bargaining unit is an important step in establishing ourselves as a self-governed union of nurses. Typical officer roles include: Bargaining Unit Chairperson, Vice-Chair, Secretary, Treasurer, Grievance Chair, Membership Chair, and Professional Nursing Care Committee (PNCC) Chair. More information about all of these positions can be found in the model bylaws document or go to OregonRN.org/Unity.

**Week of July 22: ONA officer elections.** Officers of our union will be elected by us and will be trained and supported in their roles by ONA staff.

Monday July 22: ONA training on Oregon Nurse Staffing Law. See the article in this newsletter for more information and to RSVP.

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**Don’t Miss Important ONA Emails**

**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.

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**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, and include your name, personal email and facility you work at in the body of the email.

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**What’s Different... (continued from page 1)**

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.

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Chair Kafoury Meeting Rescheduled

Our meeting with County Chair Deborah Kafoury will be Monday, July 15 at 7 p.m. at The Encorepreneur Café.