Why Is Unity Management Going Back on Their Word and Refusing to Sit Down with Us?

Gretchen Nichols, former interim Unity President, sent out an email to all nurses, telling us they are unwilling to sit down with us and negotiate our contract. A contract is legally binding, and it covers key aspects of our employment—including wages, benefits, scheduling, and working conditions.

Unity management told nurses that the reason they are refusing to sit down with us is an appeal they filed with the National Labor Relations Board (NLRB). However, the appeal has nothing to with our legal right to negotiate a contract. We won the NLRB hearing and our NLRB June 19 election, in which 83 percent of us voted to form our union.

We are disappointed by management’s refusal to sit down and negotiate with us. As you may remember, Trent Green, former Unity President and current chief operating officer of Legacy Health, emailed and mailed us letters saying that he’ll respect our decision to form a union. We made that decision loud and clear when we won our union election.

We are still waiting to hear back from the NLRB in Washington, D.C. about whether or not they will grant Unity management their appeal. There is no specific timeline for the NLRB’s decision. Unity management can decide to withdraw their appeal at any moment and come sit down and bargain with our democratically-elected ONA bargaining team.

WE KEEP MOVING FORWARD. OUR BARGAINING TEAM IS BUSY—AND THEY WANT YOUR INPUT!

Last month, the ONA/Unity bargaining team participated in a five-hour bargaining and steward training. Now we need your input to develop bargaining priorities around wages, hours, and working conditions. We will send out a survey soon for you to weigh in on your priorities. Our team will meet in November, December, and January to review the surveys and start drafting the bargaining proposals we will be presenting to Unity management — when they agree to sit down with us.

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WHAT QUESTIONS DO YOU HAVE ABOUT YOUR STAFFING PLAN?

Attend our ONA staffing training on Friday, Nov. 22. Therese O’Donnell, ONA nurse practice consultant, will hold a 90-minute training on the Oregon nurse staffing law. Do you have questions about your staffing plan? We would love to see you at this training.

OREGON STAFFING LAW TRAINING
WHERE: The Encorepreneur Café
1548 NE 15th Ave., Portland
WHEN: Friday, Nov. 22, 2019
5:30-7 p.m., 7:30-9 p.m.

WHAT DO YOU DO IF YOU ARE GIVEN A CORRECTIVE ACTION FORM?

If you are given a corrective action from your manager or human resources, you have 10 days to file a grievance if you disagree with the discipline. You must fill out a grievance form and follow the corrective action policies.

You can find the grievance form on the ONA/Unity bargaining unit webpage at www.OregonRN.org/Unity.

WHAT’S HAPPENING WITH OUR UNION NEWSLETTERS?

In May and June our union stickers and newsletters kept “magically” disappearing. Unity managers told us that their solicitation policy barred us from having newsletters in the break room. We knew this was a discriminatory enforcement of the solicitation policy, so we filed an ULP with the NLRB. The NLRB agreed with us!

Now, management can no longer throw away our newsletters. As you’ll see in the breakroom, they also have to put up notice that they will not shred or disappear our newsletters.

DID LEGACY SILVERTON NURSES RECEIVE WAGE INCREASES?

Yes. The Silverton nurses sat down with management to discuss retention and accretion. They negotiated an across-the-board (ATB) wage increase of 5 percent in 2018. 2019 in particular was a big year for this group of ONA nurses, as they had been fighting for years to win a new pay scale system that created wage increases for every year of additional nursing experience.

This new step system has raises as large as 10 percent for nurses at some steps. In 2020, this group of Legacy nurses are guaranteed an ATB increase of 2.5 percent. At Unity, we will receive increases in our Oct. 18 paychecks, but because the Silverton ONA nurses were able to negotiate with management, they will see significant, longer-term increases in their wages.
Why Is Unity Management Going Back on Their Word and Refusing to Sit Down with Us? (Continued from page 2)

See the ONA/Silverton collective bargaining agreement on their bargaining unit webpage at www.OregonRN.org/90.

WOULD YOU LIKE TO JOIN OUR BARGAINING TEAM? WE NEED YOUR HELP!

We are looking to add two additional bargaining team members to join our bargaining team. If you would like to run, or know someone who would be a great addition to the bargaining team, please fill out a nomination form. A link to the nomination survey is available on the ONA/Unity bargaining unit webpage at www.OregonRN.org/Unity. Nominations will close Tuesday, Oct. 22 at 12:15 a.m.

Nominees will be contacted to ensure they want to run and consent to serve if elected. Nominees will be announced soon, along with the dates for an online vote. The link to vote will be sent via email, so please make sure that you are receiving ONA emails!

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, 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 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.

Common Reasons for Not Receiving ONA Emails

1. Spam/Junk Filters: 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, and include your name, personal email and facility you work at in the body of the email.
Know Your Weingarten Rights!

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.

You Have a Right to Representation
Every nurse has discussions with supervisors about job performance. When this happens to you, there is an important question to ask your boss, “Could this meeting lead to discipline or affect my personal working conditions?”

If the answer is “Yes,” stop the meeting and 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.*”

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.*”

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact ONA internal organizer, Annabel Torres: Torres@OregonRN.org.

Need help remembering your Weingarten Rights?
Request an ONA badge backer from ONA by contacting Annabel Torres, at Torres@OregonRN.org. ONA badge backers identify you as a registered nurse, fit most lanyards and contain the full Weingarten statement on the reverse side.