

ONA Support Reaches 80%

An overwhelming majority of nurses at Unity Center for Behavioral Health (UCBH) have demonstrated support for unionization by signing our ONA petition and authorization cards for the National Labor Relations Board (NLRB).

This enormous accomplishment demonstrates our solidarity as colleagues and our support for ONA as we move towards our union election.

On Monday, May 13, a delegation of Unity nurses delivered our ONA petition to Kari Howard, MSN, RN, Unity Chief Nursing Officer. Kari told us that she would not accept our petition, but we left it on the CNO's desk anyway.

Our petition highlights the values we seek to uphold through formation of our union, including:

- ◆ Providing quality patient care with a focus on safety for everyone;
- ◆ Direct care staff input in decision-making that

affects delivery of care and working conditions, and;

- ◆ Ensuring that all staff nurses are represented, treated fairly, and have access to due process and Just Culture.

In addition to presenting our ONA petition to Unity administration, the authorization cards we signed in support of unionization have officially been submitted to the National Labor Relations Board (NLRB). The NLRB is the governmental agency which oversees union elections and ensures our right to organize, which is enshrined in federal and state law, is protected.

An NLRB agent will now reach out to Unity administration to request a list of all nurses employed at our facility. The NLRB will compare this list to our signed authorization cards, in order to confirm majority support for unionization. The NLRB will not share specifics with our employer about who signed (or, didn't sign) an authorization card; that information will

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Delegation of Unity nurses from across the facility gather before delivering our petition.

“I’m Voting Yes”: Tracie Henry Tells her Story



Tracie Henry is a charge nurse on Unit 6. Prior to coming to Unity, she worked on the child and adolescent psychiatry unit at Randall’s Children Hospital. Tracie completed her nurse residency at Randall’s hospital in 2015 and has been a nurse for 6 years.

Tracie has been in the medical field for 23 years. Before becoming a nurse, she was a certified nursing assistant, pharmacy technician, and a lab technician. She also worked as a medical assistant while she attended nursing school in Eugene. Tracie felt moved to become a nurse after experiencing firsthand the quality of care and compassion that nurses gave to her parents when they were diagnosed with cancer. She vividly remembers

that the nurses’ compassion extended to her and her family.

When asked what her favorite and most challenging part of being a nurse is, here’s what Tracie had to say:

“I like direct patient care. I like being able to sit down with patients and listen to what their needs are and trying to help them cope with their situation better. I can’t cure them, but we can work around what their mental needs are. My favorite part is building a relationship with them. Sometimes not having the resources to do what we want do for them is challenging. Currently, our acuity level is too high and some kids fly under the radar. We’re so busy concentrating on acute children that we miss those kids. If we had better resources, we’d be able to spend adequate time with all patients, not just those with high acuity. My biggest issue is that nurses don’t have a true

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Nurse Solidarity: ONA at Sacred Heart Medical Center



Kevyn Paul has been a nurse for 22 years and works in the Emergency Department of the University District Campus at Sacred Heart Medical Center in Eugene.

She’s also an ONA member leader. As one of two elected co-chairs of her ONA bargaining team, Kevyn and her fellow ONA team members recently helped bargain improvements to safety, staffing, scheduling, and working conditions for roughly 1375 nurses during the latest ONA contract negotiations. The resulting tentative agreement, which will be voted on by nurses in coming weeks, includes 12.5 percent cost-of-living increases

over the life of the 4-year agreement. [Click Here](#) for the SHMC Bargaining Unit web or go to www.OregonRN.org/86

In addition to being active on the ONA bargaining team at Sacred Heart Medical Center, Kevyn is also the chair of ONA’s Labor Cabinet, a member-run committee that is responsible for all labor relations policies and activities of ONA.

Kevyn says she became a nurse because she loves helping people understand what’s going on with themselves and teaching them to help themselves. When she’s not at work or at the bargaining table, she’s spending time with her two grandchildren.

Kevyn traveled to Portland for our meeting on April 8 to show support

for Unity nurses and encourage them to join ONA.

When asked what advice she has for Unity nurses, Kevyn said:

“If you haven’t been in a union, you may not understand how much of a voice in your workplace you can have. You have a say in so much!

Management also has a place and a say in the workplace, but if something just isn’t right, you can speak up and not worry about retaliation or disciplinary actions because you questioned the manager about some new process. When you are a part of ONA, you are safe in doing that. ONA is very strong and well-respected throughout the state.

There’s a lot of support from ONA’s professional services and labor department.”

What Are the Rules for Talking About ONA at Work?

Rules for Employers

Employers have a lot of latitude when it comes to sharing their “personal opinions” about unionization.

That said, the National Labor Relations Act forbids employers from interfering with, restraining, or coercing employees in the exercise of rights relating to organizing, forming, joining or assisting a labor organization for collective bargaining purposes, from working together to improve terms and conditions of employment, or refraining from any such activity.

As a general rule, there are four types of interference by employers that cross the line and are illegal:

Unlawful threats are statements made by the employer that imply unionizing will result in a negative outcome for the staff. Both direct and subtle threats are in violation of the law.

Ex: “Who knows what will happen to your job if you unionize?” or, “If you vote for the union, I won’t be very happy with you.”

Illegal interrogation includes any question by a supervisor about your interest, participation and knowledge of the union.

Ex: “Have you heard anything about the union?” or “Why do you want a union?”

Prohibited promises are offers to improve some benefit made by managers in exchange for the employee’s no vote or other anti-union activity.

Ex: “You don’t need a union. Tell us what you want. We will make it happen.” or “If you vote no, we will increase everyone’s wages.”

Illicit surveillance of employees includes trying to identify union supporters, observe meetings, or direct employees to report union activities of coworkers.

Ex: Creating and keeping a list of union supporters or asking employees if they know who is interested in the union.

If you suspect your employer is engaging in illegal behavior, please contact ONA immediately.

Rules for Employees

Under federal and state labor law, employees have every right to talk about unionization at work, so long as they are allowed to talk about other subjects at work. If you’re permitted to chat with colleagues at work about Game of Thrones or your vacation plans, an employer cannot prohibit you from discussing union-related issues.

That said, we recommend you use good judgment when discussing union-related issues while on the clock. Don’t disrupt patient care, be mindful of who’s around, and don’t let it interfere with your ability to complete your work.

Breaks and lunches are your own time, so you can talk about whatever you want!



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“I’m Voting Yes”: Tracie Henry Tells her Story *(continued from page 2)*

audible voice. Management hears our suggestions, they hear our complaints, but they don’t actually listen. They work more with numbers rather than actual patients themselves. They don’t always consider our safety or our mental health regarding trauma exposure. We don’t want to say no to every kid, but we can’t say yes to all high acuity patients at the same time. I don’t feel like we have

real representation for our working team.”

Tracie has signed her authorization card and looks forward to voting yes at the election.

“I’m voting yes so we can have a voice and fair staffing that’s based on acuity, not money,” Tracie said, explaining her decision to sign her authorization card. “I want our continuing education to be truly

evidenced-based and relevant to our patients. I want transparency and accountability for our management team. I urge you to vote yes too, so that we have solidarity, one unified voice. I want to prevent us from having to feel ostracized when you have a difference of opinion. I know that feeling. I want respect for our craft and our nursing judgement.”

Upcoming Meetings

Upcoming ONA Meetings – Every Monday

Stop by for as long as you’re able. These meetings are where we talk about next steps in our campaign, answer questions, and build a shared vision for improving our workplace.

Monday, May 13

Monday, May 20

Monday, May 27

Monday, June 3

Where?

The Encorepreneur Café

1548 NE 15 Ave

Portland, OR

When?

Drop-in from

5:30 p.m. to

9:00 p.m.

**ONA Support Reaches 80%** *(continued from page 1)*

be kept private.

Once the NLRB agent confirms that we have achieved the minimum legal threshold (at least 30 percent support on authorization cards), they will schedule a pre-election hearing. At this hearing, ONA and Unity administration will come to agreement on the time and place for our union election and will determine who is eligible to participate. The election will be by secret ballot, and the results are decided by a simple majority of those who choose to participate. Our hope is that every eligible nurse will cast a ballot.

Thank you to everyone who helped gather signatures

and signed the petition and authorization cards. Together, we are changing our workplace for the better.

Details about our election will be shared as soon as we have them!

Questions or want more information about ONA - contact Annabel Torres
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