

County Officials are Listening!

Don't miss Monday's meeting at The Encorepreneur Cafe.

From **6:00 - 6:30 p.m.** we will be joined by Multnomah County Commissioner [Sharon Meieran](#) who represents District 1.

Commissioner Meieran makes policy that supports the county's vision for a healthy, safe and sustainable community.

It's important that she hear your insights as mental health professionals and learns how she can help you make Unity the best it can be.

Thank You, Commissioner Susheela Jayapal!



Multnomah County Commissioner Susheela Jayapal, who oversees the district where Unity is located, stopped by our weekly Monday meeting last week.

Commissioner Jayapal listened carefully as we explained why we love psychiatric nursing and the care we are able to provide our patients every day and night. We also shared the improvements we look forward to making.

A big thank you to Commissioner Jayapal for listening to our concerns and working to make our community better!

Upcoming Speakers

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, June 10



Commissioner Sharon Meieran
6:00 - 6:30 p.m.



Deborah Riddick, JD, RN
ONA Director of Health Policy and Government Relations

We also lined up meetings with:



Multnomah County Chair Deborah Kafoury and Commissioner Jessica Vega Pederson.

Please email Annabel at Torres@OregonRN.org for more details.

The Encorepreneur Café
1548 NE 15th Ave, Portland, OR
Drop-in from: 5:45 to 9:00 p.m.

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!

Wear RED on Fridays

Display your solidarity by wearing RED every Friday.

We need to show Legacy that we are of one voice and that voice is demanding to be heard.

Unfair Labor Practices

Tom Doyle, ONA’s legal counsel, filed two unfair labor practices with the National Labor Relations Board (NLRB).

An unfair labor practice refers to certain actions taken by employers or unions that violate the National Labor Relations Act. Such acts are investigated by the NLRB.

The NLRB is investigating the charges and we will let you know as soon as the decision is released.

