

ONA Deputy Executive Officer

Hello Brothers and Sisters.

First, let me say how honored and excited I am about my new position as ONA's new Deputy Executive Officer-Labor Relations. The one thing I have learned in my short time at the ONA is that things move fast here. It was only in January that I was hired as your Assistant Deputy Executive Officer.

My main focus in the next several months will be working with the Labor Relations Specialists and the elected officials of all of ONA's Local Units throughout the state to identify ways in which we can build highly functional locals that engage all of our members. To build a highly functional local we must, use the knowledge of our members to creatively solve problems, connect with the community, and we must be able to mobilize around issues that affect our professional and personal lives.

I look forward to working with all of you in the months to come to help your local achieve all of their goals.

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Registered Nurses Association

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June, 2014

Strength Through Solidarity

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The News Flash

Save the Date

2014 RNA General Membership Meetings

July 8 & October 7

All meetings are on Tuesday nights 6P-9P and will be held at Mecklenburg Gardens, appetizers and non alcoholic drinks provided. These are drop in times, not required to stay entire time.

Upcoming Community Events

- AFT convention July 11-14, 2014
- Nurses Night with the Cincinnati Reds (Discounted Tickets to the game) July 12, 2014. See our website for more information
- CE Roadshow in Columbus, Ohio (per ONA) July 24-25, 2014
- CE Roadshow in Columbus, Ohio (per ONA) August 21-22, 2014
- Ohio Renaissance Festival (discounted tickets per ONA) August 30, 2014
- CE Roadshow in Toledo, Ohio September (per ONA) 4-5, 2014
- RN Labor Institute September 8-9, 2014

Stewards

RNA is in search of outgoing, friendly, and willingness to learn the contract, RN to help be a liaison between RNA officers and your home unit.

If you have any interest in helping out or just want to learn more please contact us.

From the VP

Brief Update:

Since November, we have been moving ahead by leaps and bounds. Our website has been updated; our social media through Facebook and Twitter has taken off; training for stewards is coming together and expected to be rolled out over the next few months, and multiple events outside of the hospital for member engagement have been put in place, see save the date events. I encourage everyone to take advantage of all these opportunities. Stay involved. We are here to support you!

Reminders:

The 401k changeover will be occurring July 6, 2014. If you are still unsure of the recent changes, please check out our website www.cincynurses.org/resources/contract for the 401K document. Level 8's that have been in their current position for three or more years, your recognition payment will be occurring the first full pay period of July, 2014. Please watch your checks to verify this is included.

Enjoy the summer.

If you have any ideas, issues, or concerns please feel free to contact me.

Robert Weitzel
RNA Vice President
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Article 11 Sub-Committee

RNA officers as well as RN unit liaisons have been hard at work over the last few months drafting a reassignment documentation that will help clarify some gray areas not discussed in the contract Article 11.

This document is to assist the whole hospital when reassignment has to occur. We are nearing the final proofs of the document to have ready for distribution to all the units in the next month. Once the document goes live please let us know if your unit experience any concerns or issues.

If your unit does not have a liaison on this sub-committee please contact RNA so we may be able to assist.

Member Tip: Obtain a Copy of Your Union Contract

If you don't already have one, it's worth getting your own copy of the union contract. Depending on what bargaining law you're covered by, you're probably legally entitled to get a copy from your local union. You'll probably find that there's much more covered in it than you suspected. You may discover that you have more rights than you realized and the potential for more control over your working life.

—Adapted from The Union Member's Complete Guide, by Michael Mauer

Calm Down Carefully Labor Humor

A two-car accident involved a union business agent and a well-known union-busting attorney. Both cars were totaled but the drivers were unhurt.

While the union buster shrieked about his ruined Jaguar, the business agent said, "Calm down. Here—this bottle of scotch I had in my car is unbroken. Have a drink and calm down."

The union buster grabs the bottle and takes a hefty swig before handing it back to the BA, who puts the cap back on the bottle. "Aren't you having any?" asked the lawyer.

The BA replied, "No. I think I'll just wait for the police."



RNA Website, Facebook, and Twitter

Over the last six months we have been busy revamping our website. We have added Free CEU opportunities, events that are occurring, and resources for all members. Please take some time to visit our website at www.cincynurses.org or scan the below QR code. We have moved to social media. Please like us on Facebook and add us to Twitter. We have quick links located at the top of our website to easily add us. Contact us if you have any issues signing up.



Member Tip: A Note of Caution About Insubordination

You may find yourself being told by your supervisor to do something that he or she has no right to insist on under the union contract. The natural temptation is to say, "I know my rights, I'm not doing it!" But be forewarned about the "work now, grieve later" rule. This is the generally accepted notion in the world of labor relations that you do not have the right to disobey an employer directive, even if that directive is in violation of the collective bargaining agreement. The required response is to do what the employer says, under protest, and then to pursue relief through the grievance procedure. While there are exceptions – such as for dangerous health and safety violations – think twice before risking discipline for insubordination.

—Adapted from The Union Member's Complete Guide, by Michael Mauer