



Heartbeat



AFT Local 5017

OFNHP Vital Signs...

We're on the Road to Recovery



Administrator Mark Richard (center) explains recovery plan at January OFNHP membership meeting. Steering Committee members pictured behind Richard.

Your parent union, AFT Healthcare, came in to assist our local with one main objective: Rebuild OFNHP in an open and transparent manner. We utilized a "Vital Signs" checklist to monitor our progress. These indicators are the core strength of a good and healthy union.

Once our union's vital signs are in good shape, AFT will have completed its mission. It will then be time to turn the union over to its true owners — the members. So, here is our first Vital Signs report. We plan to update it every month. You can chart our progress on OFNHP's newly designed web site at www.ofnhp.org. Let's keep track of how we're doing!

In This Issue

- Our Vital Signs
- AFT Report: Lessons Learned
- Members Vote for Transparency
- Meet Your Contract Specialists & Staff Organizers
- OFNHP Wins Arbitration



AFT Healthcare NW
AFL-CIO

State of the Union 2010 Issue

1

2010 | Issue 1



"Thank you for your support over the past six months. Please remain involved as we work together to achieve our common goals in 2010."

—Mark Richard,
Administrator

Our 10 Point Plan for a Stronger Union

The health of any union requires a good care plan. As part of our commitment to the members of OFNHP, we have established the structure for rebuilding the local union. Our goal is to strengthen OFNHP and to ensure all members have a stake in their future.

Help us check the Vital Signs:

1. Establish Effective Union Leadership Training

- Ensure union training is available to all OFNHP members.
- Provide leadership training on ethics, running a union and responsibility to members.

2. Assure Union Democracy is a Priority

- Ensure members are informed of AFT investigative report findings.
- Conduct a thorough review of bylaws and recommend revisions.
- Design a more transparent process for adopting and reporting letters of understanding (LOUs) – which change contracts.
- Conduct fair officer elections.

3. Maintain a Transparent Union Treasury

- Ensure usage of union funds is open for inspection.
- Create an approval process for allocation of funds.
- Adopt clear guidelines of OFNHP (local) and AFT (national) funds.
- Leave a strong cash balance.

4. Provide Support for OFNHP Office Upgrades and Staff Team-building

- Upgrade technology for improved work efficiency and member communications.
- Provide staff training.
- Create a policy to provide clear direction and expectations of staff.

5. Create a Vibrant Internal Organizing and Member Mobilization Structure

- Improve steward structure and provide ongoing steward training.
- Devise a field distribution and communications system.
- Implement AFT assessment database to track member support.
- Hold regular meetings for members to provide feedback and vote on key matters.
- Create campaigns around key issues.

6. Provide Exceptional Member Service

- Return member calls same business day or as soon as possible.
- Create a grievance-tracking database.
- Define expectations of Internal Organizers, Stewards and Contract Specialists to best suit member representation and needs.
- Assess, resolve or push forward on grievances.
- Assure proper office coverage every day.
- Utilize two law firms to assist union.

7. Maintain Vigilance for the Labor Management Partnership to Genuinely Work for All Stakeholders

- Set democratic guidelines for selection of union Partners.
- Make recommendations to Management and Coalition to improve Partnership.
- Develop an OFNHP Partnership strategy.

8. Build Strong Union Coalitions and Sister Union Involvement

- Adopt a sister union (UNAC in L.A.) for shared strategies and communication.
- Resolve AFT Oregon and state AFL-CIO issues.
- Design OFNHP Coalition objectives and goals.
- Attend key AFT Healthcare conferences.

9. Assure Member Communications are Frequent, Relevant and Two-Way

- Utilize existing communications vehicles more effectively.
- Create new communications vehicles (Member Flash, Stat).
- Redesign OFNHP web site.
- Continually obtain member feedback and participation via polls, surveys, questions and asking for member input, recommendations and comments.

10. Prepare for Successful Bargaining

- Finish Providence Milwaukie Hospital negotiations.
- Devise a democratic mechanism for selection of bargaining team (adopted at membership meeting in January).
- Select and train negotiations team.
- Implement national and local bargaining strategy.

We will continually ask for member input, recommendations and comments. After all, you are the owners of your union!

Keep track of our progress at www.ofnhp.org and watch the Vital Signs get stronger and stronger.

87% of Vital Signs Complete ✓

Heartbeat

The AFT Investigative Report ...

A Lesson in Democracy

"We cannot allow our union to ever again ignore transparency or democracy!"

— Administrator and Labor Lawyer Mark Richard

When the AFT investigative panel concluded in its report that OFNHP had in fact engaged in unconstitutional and improper acts, it was a sobering wake-up call. A few leaders and staff had misled the membership as to the facts regarding a very critical issue — the impact of becoming an unaffiliated union.

Lesson Learned:

OFNHP leaders must always be transparent and guard against a few leaders (insulated within an inner circle) to mislead their members.

Lesson Learned:

Union members should never base critical bargaining rights and negotiations decisions on incorrect information.

Lesson Learned:

Members and union leaders must be very involved in their union in order to avoid a major crisis.

Q. What happened to get the union off-track?

A. Some OFNHP leaders and staff came up with a plan to pull the union away from AFT Healthcare (and as such, the AFL-CIO) and go independent. These leaders received the support of most, but not all of the other leadership. In order to secure support for this plan, some leaders and staff actually misled the members. Incorrect material information was purposely disseminated to the members. One example of this serious misinformation campaign was the repeated false claim that AFT was forcing us to merge with SEIU. Many more untruths and omissions of fact occurred.


Q. What was placed at risk by the improper actions of some leaders?

A. Members were placed at great risk by the miscues of these past leaders and staff. First, if the disaffiliation vote was approved based upon material misinformation, OFNHP would have been out of the union Coalition. We would have been left standing alone. OFNHP would have been excluded from the national AFL-CIO. And because the union could not be a member of the Union Coalition (membership is granted only through our parent union AFT), OFNHP would have been completely out of the LMP Partnership at Kaiser!

Finally, the union's stability for bargaining would have been severely jeopardized. Instead of bargaining our national and local agreements while standing with our other 100,000 union brothers and sisters in the Coalition, OFNHP would have had to go it alone. Of course the members have the right to accept these risks by voting to become unaffiliated. But such a vote must be based upon accurate and honest information. The opposite occurred at OFNHP.

Q. How did the misinformation campaign get fixed?

A. A few leaders on the most recent executive board began to question the improper tactics of the others. Also, several former founding leaders became aware that deceptive tactics were threatening the union's future.

Collectively, this group called for AFT Healthcare to conduct an impartial investigation. Initially, AFT tried to resolve the matter informally, but that approach was rejected by most of the leaders. AFT leaders then attempted to set up a meeting in Portland to clear up the misinformation, but they were blocked from all discussions. So on July 7, 2009, AFT Healthcare assigned prominent labor lawyer Mark Richard to temporarily oversee the union's operations. 



Steering Committee recommends procedures for bargaining, Partner selection and communications strategy for bargaining.

Members Approve Transparent Procedures

The following three Steering Committee recommendations were voted on and approved by members at the OFNHP Membership Meeting on January 14, 2010:

- ▶ An election process for the paid release Labor Partner positions that will be nominated and voted on by the OFNHP constituents they represent. It is based on the constituents voting on these positions across all Bargaining Units (BU).
- ▶ A bargaining structure consisting of Bargaining Councils. Bargaining Council members will be generally based on a ratio of 1 for every 10 members in work groups, units, modules or job types in certain Bargaining Units. Members also approved selection of the BU negotiating team members from the Bargaining Council. The Steering Committee is committed to a Bargaining Council that will assure fair representation in all job types or BUs.
- ▶ A communications strategy for negotiations to include both face-to-face Bargaining Unit meetings and full membership meetings as well as electronic messaging.

- ✓ **YES** for constituents to elect Labor Partners.
- ✓ **YES** for a new ratio-based "Bargaining Council."
- ✓ **YES** for communications to include BU meetings and electronic messaging.



Check out the all new OFNHP web site at www.ofnhp.org.
Make sure to send us your updated home email address to receive important union news and alerts.

Meet your Union Contract Specialists and Staff Organizers

Contract Specialists are Kaiser Bargaining Unit contract subject matter experts and work with union members, stewards, OFNHP union staff and Kaiser Human Resources. They educate and assist with local and national contract interpretation. Contract Specialists also assist with coordination of grievances, corrective actions, issue resolutions and Partnership activities as needed.

Internal and Project Organizers are staff personnel who represent union members in corrective action at levels 3 and higher. They interface with administrators, stewards, contract specialists and the union's attorneys when coordinating, researching or preparing cases for settlement or arbitration. Internal Organizers also facilitate steward training, may assist with bargaining duties, and participate in LMP committees as assigned.



Linda Rohman, RN



Dannica Kaer, Tech



Charlene Walloch, RDH



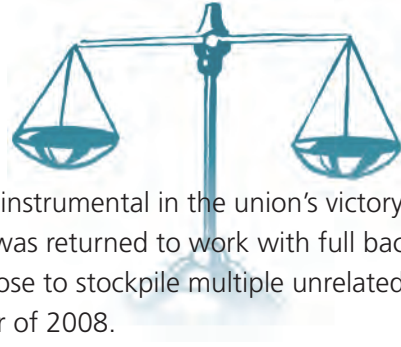
Anne Heenan, Pro

Region A	Region B	Region B continued
<p>Jocelyn Pitman jpitman@ofnhp.org 503-657-9974 ext. 108</p> <p>Division Rockwood Mt. Scott Mt. Talbert Sleep Lab Optical Lab Dental Clinics Dental Lab Longview-Kelso Cascade Park Salmon Creek Mill Plain One Vancouver Orchards CQSS (Case Mgmt.) RAN</p>	<p>Sharon Culley sharon@ofnhp.org 503-657-9974 ext. 102</p> <p>Beaverton Tualatin Sunset Mother Joseph Plaza Eastman Parkway Lake Road Emmanuel Salem Skyline North Lancaster</p>	<p><i>Interstate Campuses</i> South (INT) West (WIN) Central (CIN) East (EIN) North (NIS)</p> <p>Montgomery Park (CCS) Clackamas Eye Center One Town Center Airport Way Lab</p>
		Region C
		<p>Sarah Hamilton shamilton@ofnhp.org 503-657-9974 ext. 111</p> <p>Sunnyside Hospital (SMC) Sunnybrook/Brookside</p>
<p>Jocelyn Pitman Project Organizer</p>	<p>Sharon Culley Internal Organizer</p>	<p>Sarah Hamilton Internal Organizer</p>

"The Pulse of NW Health Professionals"


OFNHP Wins Arbitration

Kaiser Ordered to Reinstate RN with Full Back Pay



OFNHP's steward system was instrumental in the union's victory of a recent arbitration where a nine-year Kaiser RN was returned to work with full back pay. Kaiser ignored the contract and instead, they chose to stockpile multiple unrelated misconduct allegations and terminated her in the summer of 2008.

Fortunately, the RN's steward took a very active role in the case and raised all the right questions at the right time during the arbitration proceedings. Although Kaiser attempted to gloss over the main "holes" in its case by offering a distorted account of its "investigation" of the grievant, the steward was there to set the record straight for the arbitrator.

The steward's testimony was essential to the arbitrator's resolution and finding of several facts in the union's favor. Based on the arbitrator's findings that Kaiser had not proven three of its five allegations and that the remaining two allegations did not amount to "gross misconduct," the RN was reinstated with full back pay, seniority and benefits. 

OFNHP Ramps up Steward Structure




Stewards honored at the first annual Steward Appreciation Dinner February 4, 2010, where they weighed in on recommended changes to the ONFHP steward structure.

Go to www.ofnhp.org to register for ongoing steward training sessions:

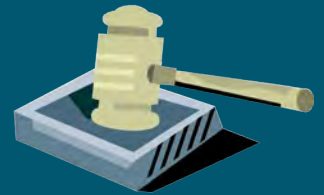
Steward as Leader is a basic training that touches on the primary role of stewards with a focus on communication, leadership and the role and responsibilities of the union steward.

Steward as Advocate is an intermediate training where the grievance process is reviewed with just cause, joint discovery, corrective action and arbitration.

Steward as Organizer is the most advanced phase. Stewards learn the importance of organizing and how to effect change in the workplace through strategic campaigns. 



Heartbeat



The steward's testimony was essential to the arbitrator's resolution and returning the RN to work with full back pay and benefits.

Editor

Lori Bassani

Photos by

Becky Luening

7

2010 | Issue 1

**Oregon Federation of Nurses
and Health Professionals**

2045 SE Ankeny Street
Portland, OR 97214-1663

RETURN SERVICE REQUESTED



**AFT Healthcare NW
Local 5017**



Monthly Membership Meetings
6:30-9:00PM

February 17 Crowne Plaza Hotel
March 16 Monarch Hotel
April 22 Crowne Plaza Hotel

Manufactured with Green-e Certified Windpower.

Contact OFNHP

Mail: 2045 SE Ankeny Street
 Portland, Oregon 97214-1663
Phone: 503-657-9974
Toll-free: 800-OFN-5017
email: itsmyunion@ofnhp.org
Web Site: www.ofnhp.org