



Steward Stat!

If Your Working Conditions Change, tell Us Right Away!

When Kaiser changes your working conditions without the consent of the union's elected leaders, they are directly violating federal labor law.

Changes in conditions can include:

- assigning bargaining unit work to non-bargaining unit employees
- attendance policies
- telephone policies
- meals and paid breaks
- parking policies
- disciplinary rules
- staffing levels
- work rules
- dress codes
- much, much more

If Kaiser makes unilateral changes, the union can file an Unfair Labor Practice.

However, in order for us to file it, we need to know about it. Management will often try to get around union involvement by discussing the changes in UBT and Labor Partner meetings without officially informing the union. Then, they will claim that because union members were present, the union consented.

That's not how it works.

When management asks for a change in your contract, elected union leadership must sign off. Don't let them put you in the position of sitting in a meeting of any kind where they propose changes and say that because you were in the room, YOU approved and signed off on these changes. That is not your responsibility or authority. Approval of any changes can only come from the union office.

If you find yourself in this situation, with management proposing changes and putting you in the position of representing the entire union, contact your Contract Specialist, Internal Organizer or the union office right away so that we can Demand to Bargain either the content

Upcoming Events

[Steward Training](#)

Saturday, March 12
OFNHP Office
9am-4pm

[OFNHP Executive Board Meeting](#)

Tuesday, March 15
OFNHP Office
5:30-8:30pm
All members welcome!

[Membership Meeting](#)

Thursday, March 31
Monarch Hotel
6:30-8:30pm

SPC/RPC Steward Council

Thursday, March 10
RPC or SPC Conf. Room A
Second Thursdays
8am-Noon

North Steward Council

Thursday, March 10
Cascade Park Conf. Room 7
Second Thursdays
8:30am-12:30pm

Salem Steward Council

Thursday, March 10
NLR Conf D
1-5pm
Varies, usually Second Tuesdays
or Thursdays

East Steward Council

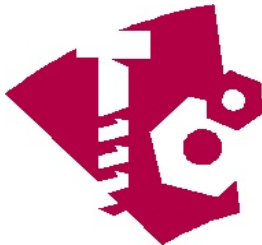
Friday, March 11

or the impact of any changes they want to make.

Have You Taken the Nuts & Bolts Steward Training Yet?

If not, sign up today!

"The Nuts & Bolts of Being a Steward" is a great introduction to how the union works, who does what, and the ins and outs of grievances and corrective actions. Even if you are a longtime Steward and took a training many years ago, you'll find this to be a welcome refresher and a great opportunity to meet newer Stewards.



The trainings are open to all OFNHP members, Stewards and non-Stewards alike. So if you as a Steward know someone who would be interested in the training, or who is thinking about becoming a Steward, please invite them!

By contract, OFNHP Stewards are entitled to reimbursement as a paid day for a day of union-led Steward training.

Upcoming trainings are:

Saturday, March 12
Thursday, April 21

All trainings are held at the OFNHP office from 9am-4pm. Lunch is provided.

Sign up today by **emailing us** or calling 503.657.9974!

Labor Joke

This one's been making the rounds, but if you haven't seen it yet it's worth passing on!

A Wall Streeter, a union member and tea partier are sitting at a table with a plate of a dozen cookies. The Wall Streeter grabs 11 cookies and wolfs them down. He then turns to the tea partier and says "look out for that union guy, he wants part of your cookie."

Location Rotates
Second Fridays
8:30am-12:30pm

KSMC Steward Council
Monday, March 14
SYB A&B
Second Mondays
8am-Noon

Longview Steward Council
Tuesday, March 15
LVK Conf. Room 4
Third Tuesdays
8am-Noon

RCC Steward Council
Wednesday, March 23
EIN 1A
Fourth Wednesdays
Noon-4pm

Eye Care Steward Council
Tuesday, April 5
CIN 2C
First Tuesdays
2-6pm

Dental Steward Council
Thursday, April 7
at KPB
First Thursdays
8a-Noon

AWL Steward Council
Wednesday, April 13
AWL Conf. Room E&F
Second Wednesdays
8am-Noon

You received this email because of your relationship with [OFNHP](#).

[Click here to unsubscribe](#)