



Oregon Federation of Nurses and Health Professionals
AFT Healthcare Local 5017
www.ofnhp.org

RDH News & Updates



News and Updates for the RDH Bargaining Unit March 2011

Happy March and almost-Spring to all of you! As you are well aware, there's a lot going on these days. Here are some of the key issues and actions we're working on.

To stay on top of issues affecting the entire union, please try to come to our regular Membership Meetings. The next one is Thursday, March 31, at the Monarch Hotel in Clackamas. I hope you can attend!

ADR – Working to Firm Up Phase I Before Launching Phase II

The transition to ADR has definitely been a bumpy one -- and we're not quite done with it yet. As you know, Phase I has a lot of kinks for management and Axium to work out -- and your union reps are pushing hard to get management to acknowledge that we should really get Phase I fixed and working well before we just storm into Phase II.

As it is right now, Phase II is scheduled to begin in September of this year, which would mean we'd need to start training this summer. But since we haven't done any time trials yet and patient bookings continue to be made without any adjustments, we are working hard to push for a good understanding of Phase I so we can make the absolute best of Phase II when it comes.

Overtime NOT Mandatory for UBT Meetings and Worksite Meetings

Dates to Remember

OFNHP Membership Meeting

Thursday, March 31
6:30pm
Monarch Hotel

OFNHP Executive Board Meeting

Saturday, April 16
9am
OFNHP Office

Nuts & Bolts Steward Training

Thursday, April 21
9am
OFNHP Office
All members invited,
even if you're not a
Steward. Please call
the office to RSVP.

RDH Bargaining Team Re-Initiating Process

Co-leads and worksite leaders please take note: you are NOT required to take mandatory overtime and work through lunches to have UBT and worksite meetings. It's specifically addressed in the National Agreement. On page E36 of the National Agreement, under Exhibit 1.H.3., it clearly states that mandatory overtime was to be eliminated starting in 2005, and no worker shall be forced to work through lunch in order to attend co-lead planning meetings or worksite meetings. If your management indicates that you need to work through lunch in order to accommodate these meetings, please contact your Steward or Contract Specialist immediately.

Management Enforcing Attendance Policy -- So Re-Read It and Keep Yourself Safe!

Though management has been very lax in enforcing and managing the KP Attendance Policy, they now appear to be cracking down. Though you're covered under FMLA for many unavoidable absences, please be aware of and cautious about tardies and unscheduled absences.

You can access the policy on MyHR -- and if you need any help finding or interpreting it, please contact our Contract Specialist, Charlene Walloch, whose info is below. And if you are called in to a Corrective Action for the Attendance Policy -- or for anything else! -- please bring in a union Steward to represent you.

If for any reason you don't have or are uncomfortable with your Steward, please contact your Contract Specialist Charlene Walloch so we can find union representation for you and protect and defend your contractual rights.

RDH Contract Specialist Charlene Walloch, cwalloch@ofnhp.org, 971.645.5484

In closing, I just want to thank all of you for everything you do every day, for your colleagues and our patients.

In Solidarity,

*Sharon Brown, RDH
President, RDH Bargaining Unit*

When our Bargaining Team met last year, we had a lot of very organized, very committed people -- but when it came time to compile our work, we realize in retrospect that we needed an outside facilitator to help us maximize our efforts. When it turned out that we wouldn't be opening local bargaining, we tabled the issue until later.

Well, it's later! So we're working now on getting a facilitator to help us identify and prepare to work on key issues. As the process moves forward, we'll be coming to you to make sure we know what your concerns are and to make sure we're addressing them.

Dental Home WILL Be Planned In Partnership

Under the Labor Management Partnership, Labor is supposed to be involved as a partner at all levels of planning. However, management began work on Dental Home without bringing any Labor reps to the table.

But we have pushed

back and, thanks to
our members'
diligence, we WILL
have a voice and a
seat at the table.
Members Shari Brown,
Toni Dietel, and
Teresa McCommas
are our
representatives.

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