



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

PRO News & Updates

News and Updates for the PRO Bargaining Unit March 2011

Who is *The Union*?

What is *The Union* planning to do about ____?

Good question.

What ARE we planning to do about _____?

Who is *The Union*?

You are the union.

We are the union.

Now -- what do *we* want to do?

How will *we* take ownership of the issues that affect us?

What *are* our issues?

We need to hear from YOU about the issues that affect all of us

Speak with colleagues, stewards, our contract
specialist, our internal organizers

* **Missing breaks** is a widespread issue. We mailed a survey to your home about this a couple of months ago. Employees are/have been scheduled without breaks, and we are collecting information to help us address this issue as a class action grievance.

* **Shift differential and canceled classes:** Health Ed has a grievance on this.

* **Threats of outsourcing:** the Health Coaches have been told they will be outsourced to California and Mental Health also has

Save the Date!

Thursday March 31
Membership Meeting

6:30pm

Monarch Hotel

Saturday April 16
Executive Board Meeting

9am

OFNHP Office

Thursday April 21
Nuts & Bolts Steward

Training

9am

OFNHP Office

All members invited to attend. Call OFNHP to RSVP.

Who Are We?

At last count, the
Professionals
bargaining unit (BU)

been threatened with outsourcing.

* **Inpatient staffing & float language:** PT/OT inpatient staffing is being examined as well as float language for outpatient PT/OT.

* **Continuing Care Services** is concerned with how productivity data is presented.

Did You Know?

*Our current contract expires October 2012. Negotiations will begin the summer of 2012.

*Grievances are public. They are filed when management or HR violates the contract, KP policy, federal or state law, or past practice.

*Discovery and Corrective Actions are confidential. That's when one of our members is written up.

*What happens in arbitration is confidential.

*Mandatory subjects of bargaining include wages, working hours and working conditions.

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
- staffing levels
- meals and paid breaks
- work rules
- parking policies
- dress codes
- disciplinary rules
- much, much more

PRO BU Meeting Minutes for 2/10/11

The following notes are meeting minutes from the last meeting of the Pro Bargaining Unit, February 10.

Attending: Dave Charlton, Deb DuBoff, Dee Flieder, Laura Jacobsen, Ileana Lee, Denise McKay, Clyde Miller, Elex Tenney

Ongoing Issues:

Lack of Pro Pres/VP

Elections coming up soon, need qualified candidates to step up.

Pro Break Survey

- To date 115 responses, overwhelming number work thru their breaks to complete work tasks.
- Still some confusion noted from responses whether Pros get breaks and whether lunch is paid or unpaid, and length

serves 663 members. Our BU members work in a variety of 22 different professional job classifications.

The best way for us to be a strong and effective bargaining unit is for our members to be active and engaged.

If you haven't attended a members' meeting in a while -- or ever -- consider making it a priority in the next few months. The [next meeting](#) is March 31, and you can find the other dates and info on our [website](#).

Also, did you know that you are welcome at Executive Board meetings? Watch the process and see our elected representatives at work. If you did go, you'd see that we Pros don't have an elected Pro President or Vice President representing at the table. We need to nominate and elect a President and VP.

Get to Know Our Contract, and Prepare for Bargaining

Denise McKay, our contract specialist, is holding brown bag

of lunch period.

-For clarification: If you work an "8 hour day", you should be scheduled to work 8.5 hrs to account for a 30 minute unpaid lunch, you should have two paid 15 minute breaks in your schedule, most often combined with your lunch period for Pros. It may be marked on your schedule as 1 hr lunch but 30 minutes of that time if you are paid is your breaks.

Dee Flieder shared some concerns that the midwives are experiencing with the redesign "*Hub and Spokes*":

- MDs not at 'spoke' buildings for curbside consults
- decrease in support staff/increase work
- some tests not available onsite
- increase in emergent emails from patient, when they should be coming in instead, but patients looking at financial impact of office visit vs. email. Patients are using service inappropriately despite education otherwise.

Laura, Deb, and Dave shared *Mental Health* issues:

- slight increase in funding resulting in increase in staff
- scheduling guidelines and changes in dept to increase efficiency
- manager has informed staff they are not productive enough and need to increase # of new patients per week.
- questions re: contracting out services
- classes Mental Health refers patient to, not being provided anymore: parenting class, couples workshop, anger management. We need to figure out how to provide these services using union members, keeping the work in the Kaiser system.

Meeting scheduled 2/14 to address some of these issues.

Ileana reported that phone trial for triaging for education and consults is working well for dietary and nutrition.

Clyde Miller has graciously volunteered to be on the Pro Education Committee. Thank you Clyde for stepping up.

Elex reported out that NW Kaiser Labor and Management meeting in December resulted in recommitment to partnership. Labor will be on committees for Westside hospital planning.

Elex also shared MONTHLY ALL STEWARD meetings will be starting up, alternating between education one month and issues the next.

Decision was made not to hold any further separate PRO BU meetings until unit has President and VP.

Monthly All Stewards meetings are starting up, Pros may have breakout sessions during those times as needed.

lunch meetings with local work groups to review contract concerns. What are our contract's strengths and weaknesses, and what should we take to the bargaining table in 2012? Get involved by contacting Denise at (503)758-2287 or emailing her.
