



Heartbeat



AFT Local 5017

Bargaining Takes Center Stage in 2010



OFNHP members began building the Local BU Negotiations Team in breakout groups at April's member meeting.

Once National Bargaining concludes, members here in Oregon and SW Washington will gear up for local bargaining. Over two weeks at the beginning of May, OFNHP members selected their Bargaining Unit negotiators with a strong balance of newer and more experienced members, job titles and duties, and geography. These team members will take your issues, concerns, and interests to the bargaining table this summer.

Bargaining Team Training began on May 15 with a full-day session at the University of Oregon's Labor Education and Research Center. The training continues on May 27 and June 1, at the OFNHP office. These two evenings of training, led by OFNHP Administrator Mark Richard, will focus on knowing what members want, researching and preparing persuasive arguments on the issues, using labor laws effectively, and bargaining skillfully at the table.

Turn the page to meet your 2010 Local BU Negotiations Team.

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"The Pulse of NW Health Professionals"

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AFT Healthcare NW
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Interest-based Bargaining: the Core of the LMP

Just as we did in 2000 and 2005, the Coalition of KP Unions and Kaiser Permanente are engaging in Interest-based Bargaining:

- ✓ Subgroups caucus separately and express their interests to each other.
- ✓ Representatives from the unions and from management agree on *common* interests.
- ✓ Together, both sides brainstorm options that meet *both* common and separate interests.
- ✓ Together, they prioritize and agree on some or all options.

"Partnership is an opportunity to navigate through a difficult time and to strengthen the great mission-driven social asset we call Kaiser Permanente."
—John August,
Executive Director of the
Coalition of KP Unions.

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Meet Your Local BU Negotiations Team 2010

RN

Nancy Amstad-Hite	CCS, VNC
Robyn Dailey	Critical Care, SMC
Susan Anderson Dehler	Spc Care, SKY
Karen Ferge	Primary Care, NLR
Paula Gillespie	Brookside
Carey Kulp	Critical Care, SMC
Dawnette McCloud	PACU, SMC
Meg McGowan-Tuttle	Oncology, SMC
Julie Morgan	L&D, SMC
Nancy Mulsoff	RAN
Holly Pace	Primary Care, LVK
Linda Rohman	Primary Care, MTS

TECH

Karen Austen	PT, SMC
Matt Coady	Ortho, SYB
Miriam Coffey	MLT, INT
Anne Fraver	Resp, SMC
Christie Grove	Sleep Lab, SMC
Amanda Hill	Optical, BVT
Matt Suronen	Optical, ORC

LABPRO

Diana Gaffield	AWL
Valerie Payne	AWL
Judi White	INT

PRO

David Charlton	MH, TUA
Marcie Cotell	PT, MTT
Dierdre Flieder	CNM, SAL
Debra Fresch	NP, CCS
Anne Heenan	NP, MTS
Ileana Lee	RD, EIN
Jeff Markovics	OT, ORC
Denise McKay	PT, MTT
Keith Moree	Speech, CIN
Rebekah Nelson	NP, LVK
Elex Tenney	NSW, EIN

RDH


Sharon Brown	GRD
Jackie Farlinger-King	EMD
Susan Gray	SSD
Mary Gubala	CPD
Tess Propeck	GMD
Janine Rollins	SKD
Charlene Walloch	SAD

National Bargaining Keeps Member Contracts and Patient Care in Focus

"I believe we'll get a good contract but I don't think it's going to be easy."

— OFNHP Deputy Administrator Gary Stevenson

National negotiators met for a third bargaining session May 6-8, accepting high-priority recommendations from four subgroups: attendance; labor management partnership priorities; performance improvement and the performance sharing program (PSP); and workforce planning and development. Their recommendations will be worked into the tentative agreement that will be developed once economic issues have been addressed.


At the very end of the session, negotiators began discussing economics. They will continue that conversation at the next and final session in Los Angeles, May 25-27. 

"The Pulse of NW Health Professionals"

Precedent-setting Agreement Will Confirm Paid Holidays DO Count Toward Consecutive Day Pay

MLT Will Receive Full Back Pay

In 2008, an OFNHP Med Lab Tech II worked several consecutive days over the holidays, knowing she would qualify for double-time incentive pay. So it was quite a shock when that incentive pay was withheld on the grounds that the days fell between two pay periods and included paid holidays.

After nearly a year and a half of grievance escalation and a date set for arbitration, her case is finally close to being settled with a Letter of Agreement. This precedent-setting result would now clearly define consecutive days as days in succession, and that paid holidays count toward consecutive days as well—just as the union believed the contract clearly stated. The resolution would also mean the OFNHP member will receive her double-time incentive pay for the hours worked. Though the matter is quickly approaching resolution, if it stalls, OFNHP will pursue the arbitration vigorously. Either way, "We are seeing the results of pursuing justice for our members," said Mark Richard, AFT administrator. 


Show Support for Your Bargaining Team!



As National Bargaining wraps up and Local Bargaining kicks off, demonstrate your support for member interests. By protecting wages, benefits and working conditions, we're also protecting our patients and ensuring that they receive the best quality care.

At the national level, coalition negotiators are working hard to negotiate a good contract. Locally, our fellow member negotiators are preparing to do the same this summer. Let them know you're behind them.

Buttons and stickers may be worn on your person at the work site, out in public, anywhere you choose. Wear your button proudly and use the opportunity to let co-workers and patients know that quality patient care is at the root of all we do.

If you haven't received your buttons, call the OFNHP office at 503.657.9974. 



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New York Times Reports that Safe Staffing Levels are Better for Nurses as Well as Patients

On May 10, the New York Times reported on a study that proves what our OFNHP members have known for quite some time: lower nurse-patient ratios are better for all involved.

The study, published by the journal Health Services Research, showed that patient fatalities are lower, and nurse job satisfaction is higher, where nurse-patient ratios are lower. Researchers concluded that 13.9 percent of all general surgery deaths in New Jersey, and 10.6 percent in Pennsylvania, could have been averted with low-ratio mandates like those which are currently in effect in California.

Editorial and Photos

Temple Lentz

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A Union of Professionals

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Oregon Federation of Nurses and
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AFT Healthcare NW
Local 5017



Monthly Membership Meetings
6:30-8:30PM

May 26 Monarch Hotel

June 24 Location TBD

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