



The Heartbeat

August 2013

of AFT Healthcare NW
Local 5017

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

**FROM THE
EXECUTIVE
PRESIDENT
Elex Tenney**



In This Issue:

OFNHP is Moving!

**Help Us Update Our
Union Constitution**

**Don't Miss the
Labor Day Picnic**

**Wound Ostomy
RNs Organize
with OFNHP**

**Recent Grievances,
Mediations &
Arbitrations**

Updating Our Union Constitution

The Constitution of the United States is the foundation of our legal system and the basis for all of our rights as citizens. It's the framework for how we as a country conduct our governmental business, and it serves as a model for countless other organizations, from state governments to professional associations, to labor unions.

Our OFNHP constitution has been in existence for nearly as long as the RN collective bargaining contract: December, 1979. In nearly 34 years of life, our constitution has changed in ways that reflect the maturation of this Union. It has also become somewhat careworn, and in need of some updates to better represent our changing and growing membership.

Changes to the OFNHP constitution may only be made by a vote of the membership. We will begin the process at our September 24 Membership Meeting—and we need YOU to attend in order to make it happen!

Amending the OFNHP constitution is a two-step process. First, a quorum of membership (at least 5% of members) must attend an in-person meeting and vote by secret ballot whether or not to present the proposed amendments to the entire membership for a vote. If a majority of those present at this meeting vote yes, then the process will continue.

We would then begin a series of meetings in our hospitals and clinics to discuss the proposed changes to the constitution and why we would like to make these changes. After these information sessions, the final stage would be a secret, mail-in ballot for each member to have the opportunity to vote for or against the amendments. For more information about the proposed amendments, please see the article inside this newsletter.

To begin the process of updating our constitution, we need YOU. Please plan to attend our next general member meeting at 6:30pm on September 24, 2013, at the Monarch Hotel at 12566 SE 93rd Avenue, Clackamas, OR. There will be food, a great raffle with the grand prize of an iPad Mini, special guest speaker Tom Doyle who will present on how we as healthcare professionals can protect our licenses, and a discussion and vote regarding the OFNHP constitution and the proposal to update this vital document in order to reflect the maturation of this Union.

In Solidarity,

Elex Tenney
OFNHP Executive President
etenney@ofnhp.org
503.887.5781



A Union of Professionals
An affiliate of the AFT, AFL-CIO

OFNHP is Moving!



After many months of searching for the right space, we're excited to announce that OFNHP is moving! At the time of this printing, we're still closing things out in our old space—but by Labor Day, we'll be completely settled into the new building. We're not going far, because we wanted to remain centrally located in Portland. With so many clinics spread out from Longview to Salem and Hillsboro to Gresham, we wanted to stay as close to the center as possible.

The new office, located at 1500 NE Irving Street, Suite 575, Portland, OR 97232, is about a mile from the old space. It's bigger, has more parking, and is closer to freeways and the Kaiser Permanente Headquarters building. We're looking forward to having more space for bargaining unit meetings, better access for our members, and a fifth-floor location that gives us a little bit of a view, too!

We are also looking forward to having new neighbors. We are sharing a section of our office with the team from Jobs with Justice. This community organization works on a wide range of social justice issues, and does a great job raising awareness and involvement throughout our region. We're happy to have them join us, and look forward to working with them on many issues that are important to our members.

Besides the address, all of our other contact info will remain the same—you can still reach your Internal Organizers and Contract Specialists at the same phone numbers, the office number and FAX line won't change, and our website will continue to be www.OFNHP.org. We're going to spend a few weeks getting organized in the new space and settling in, and this Fall, we'll have an open house so that all of our members can come through, check out the new office, and say hello! ❤️

Help Us Update Our Union Constitution

Join Us for the Membership Meeting September 24

Vote to Keep Our Governing Document Up To Date and Reflective of Our Membership!

At the September 24 Membership Meeting, we will ask OFNHP members to vote to begin the process of updating and amending our Union constitution. If a majority of those present vote to move forward, we will then begin an informational tour, visiting the work sites to share the proposed changes with our entire membership. After as many members as possible have reviewed the changes and had questions answered, we will conduct an anonymous vote-by-mail in which members may vote for or against the amendments.

A small group of OFNHP members has worked for a number of years on these proposed changes, with oversight by the Executive Board of OFNHP as well as attorneys from AFT's international office. The result is a constitution that respects our current members and which reflects the ethical beliefs of our democracy. We hope you will help us start the process, review the proposed changes, and vote to adopt a contemporary constitution that will help guide our work for the next many years.

The changes being proposed include: a name change which would be more inclusive of our sisters and brothers in Washington State, a change to make our election cycle less cumbersome and expensive, inclusion of language governing Stewards, and the addition of a second Vice President for the RN Bargaining Unit. There are also numerous editing suggestions, "housekeeping" changes, and document organization changes which would make our constitution much easier to read.

Please join us on September 24 at 6:30pm. We need a quorum (5% of membership) to take the vote to move forward. We'll be meeting at the Monarch Hotel in Clackamas, and will have raffle drawings for multiple prizes, including massages, a seasonal gift basket, Union gear, and the grand prize—an iPad Mini! All you need to do to enter the raffle is come to the meeting, so come on by, have some food and drink with your colleagues, and join us for a great meeting! ❤️



POCKET MORE OF YOUR MONEY
with benefits from Union Plus!

UNION PLUS CREDIT CARD
works as hard as you do.



- No annual fee and competitive interest rate.
- 24/7 U.S.-based customer service.



- 100% fraud liability protection.
- Cardholders may be eligible for hardship assistance, including job loss, hospital and disability relief grants provided by Union Privilege.



Other Union Plus benefits that offer advice and help you save

- CREDIT & BUDGET COUNSELING
- AT&T DISCOUNTS



For full details, visit

UnionPlus.org/AFTcard



Don't Miss the Labor Day Picnic!



RSVP
with number of family
guests to the
OFNHP office:
itsmyunion@ofnhp.org
503.657.9974

10am-5pm Monday, September 2 Oaks Amusement Park

Admission for OFNHP members and family is free,

and includes 4 scrip for food and drink, per person.

All-day Deluxe ride bracelets available to OFNHP members and family guests for \$4 each. Cash only, please! **Please bring a salad or dessert item to share.**

Wound Ostomy RNs Organize with OFNHP

A small group of Wound Ostomy RNs with Kaiser Permanente will soon be joining OFNHP! In a recent organizing effort, the majority of the group moved to join the Union. A third party is currently verifying the signed Union cards, and the process is moving forward.

The work group is spread out across Kaiser's Northwest Region, and works both inpatient and outpatient. Members of the group have been interested in organizing with OFNHP for quite some time, and we are excited to welcome them!

Key issues for the group are similar to issues many of our members in other groups face: work-life balance, maintaining benefits, and fair pay for the hard work they do.

We warmly welcome the Wound Ostomy RNs as they move toward becoming Union members, and thank all of you for the hard work you do every day to provide the best patient care, while also working to protect your and your colleagues' rights on the job! ❤️

Recent Grievances, Mediations and Arbitrations

Following is a sample of just some of the grievances, mediations, arbitrations, issue resolutions and corrective actions our union has been working on over the last few months.

Date	Category	Topic	Department	Status
July 2013	Resignation	Termination	SMC Operating Room	Grievance Step 2
July 2013	Wage & Hours	Schedule	Union Labor Liaison	Grievance Step 2
July 2013	Wage & Hours	Compensation	SMC Critical Care Med/Surg	Grievance Step 2
July 2013	Resignation	Termination	Psychiatric Case Mgmt	Grievance Step 2
July 2013	Performance	Performance	SMC Emergency Room	Grievance Step 1
July 2013	Posting & Vacancies	Postings	SMC 2 South Med/Surg Unit 3	Grievance Step 1
July 2013	Rest & Meal Periods	Rest & Meal Periods	SMC PACU	Grievance Step 1
June 2013	Wage & Hours	Staffing	SMC MSICU	Grievance Step 2 Pending Mediation
June 2013	Corrective Action	Corrective Action	Dental Clinic	Grievance Step 2 Pending Mediation
June 2013	Wage & Hours	Schedule	SMC CVPCU	Resolved Step 1
June 2013	KP Policies	Flex Time	SMC CVPCU	Resolved Step 1
June 2013	Wage & Hours	Schedule	SMC Operating Room	Resolved Step 1
June 2013	Seniority	Seniority	Physical Medicine, Professionals	Held in Abeyance Grievance Step 2
June 2013	Seniority	Seniority	Oncology - Outpatient	Grievance Step 1
June 2013	Wage & Hours	Schedule	EIN Nurse Treatment Center	Grievance Step 1
June 2013	KP Policies	Attendance	Same Day Surgery	Grievance Step 1
May 2013	KP Policies	Termination	Dental Clinic	Grievance Step 2 Pending Arbitration
May 2013	Wage & Hours	Overtime	Critical Care Med/Surg	Grievance Step 2
May 2013	KP Policies	Education	Same Day Surgery	Grievance Step 2
May 2013	Wage & Hours	Compensation	SMC Operating Room	Grievance Step 1
May 2013	Staffing	Mandatory Float	SMC PACU	Grievance Step 1

“All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.”

—Martin Luther King, Jr.



A Union of Professionals

**American Federation of Teachers AFL-CIO
Oregon Federation of Nurses and
Health Professionals, AFT Local 5017**
2045 SE Ankeny Street
Portland OR 97214-1663



NONPROFIT ORG
US POSTAGE
PAID
PORTLAND OR
PERMIT NO 816

ADDRESS SERVICE REQUESTED



Heartbeat

Oregon Federation of Nurses and Health Professionals



A Union of Professionals

Join Us!

**OFNHP Membership
Meeting**

**Tuesday, September 24
6:30-8:30pm
Monarch Hotel**

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