



# The Heartbeat

December 2013

of AFT Healthcare NW  
Local 5017

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

**FROM THE  
EXECUTIVE  
PRESIDENT**  
Elex Tenney



**In This Issue:**

**SMC Critical Care &  
Med/Surg Floats See  
Resolution on 2011  
Issue**

**Help Us Update Our  
Union Constitution**

**Open House 12/5**

**Congratulations,  
Stewards!**

**Members and  
Community Rally to  
Support Perio  
Hygienists**

**Recent Grievances,  
Mediations &  
Arbitrations**

**“We must, indeed, all hang together, or most assuredly  
we shall all hang separately.”  
- Benjamin Franklin**

It’s something that’s easy to remember when things are good—but much harder when the going gets rough. The strength of a union is in our membership. It’s in our ability to stand strong together, in solidarity, even in tough times.

We’ve heard it before in the union slogan: *An injury to one is an injury to all.* As a union, we’re not just here to look out for our own individual interests. We need to look out for each other and stand strong for and with each other, even when there might not be a direct benefit to us individually.

As our members across all bargaining units struggle every day with greater demands from management, less time to do more work, and increased corrective actions for frivolous claims, we all need to remember to stand up for and with each other, even on days when standing up for ourselves is hard. It’s a very plain truth: when we stand together, we do not have to stand alone.

It’s to management’s advantage if we fragment. It’s to their advantage if we tear each other apart. If they divide and conquer, it will be easier for them to push through negative changes because they will meet no resistance.

Our workplace has changed dramatically from those great days when the Partnership was practiced in good faith and we felt supported and valued. Our OFNHP members give the very best of themselves to their patients and to their colleagues, but the employer has changed in recent years. Our system is now one in which the worker, the person who produces what Kaiser Permanente sells, is no longer considered to be an asset. We have been devalued and are now seen as barriers to care, instead of the dedicated, trained professionals who provide the very care that Kaiser has built its reputation on.

We cannot allow ourselves to devalue our positions as Kaiser has devalued them. We must stand together, to stand for each other. A labor union is only as strong as its members’ commitment to each other. Let’s stand strong.

In Solidarity,

Elex Tenney  
OFNHP Executive President  
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## SMC Critical Care and Med/Surg Float Pools Finally See Resolution on 2011 Issue

In 2011, a grievance we filed protested the fact that Kaiser management was not posting Critical Care and Med/Surg Float Pool jobs. While 15% of budgeted full-time employee hours should have been allotted to float pool positions, this was not happening. RNs were being forced to work overtime and doubletime to cover shifts. They were not able to schedule and take vacation, and our RNs constantly feared leaving their colleagues short-handed whenever they did manage to leave on time or take days off.

The grievance escalated to Level 2, and we opted to take it to Issue Resolution instead of mediation. After much back-and-forth and escalation, we have finally seen success on this issue. The Critical Care and Med/Surg Float Pool jobs have finally been posted, and all of the work of so many members for so long has paid off. This success shows that tenacity does pay off, and it's gratifying to see this success on an issue that defends our members' work/life balance and directly affects and improves patient safety.

RN Adrienne Enghouse, one of the first people involved, credits the hard work of fellow members Paul Seer, Jamie Dawson, Kathy Schmidt, Dawnette McCloud, and Eileen McCloskey, as well as Internal Organizer Jeff Carr. "When someone feels sick," says Enghouse, "they should feel confident there's someone to take their place. And nurses should feel when they come to work that they'll be able to leave when they're done because there'll be someone to take their shift." Now, at long last, this will be the case. ❤️

## Help Us Update Our Union Constitution

### Join Us for the Membership Meeting January 7

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

At the January 7 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 January 7 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 remote sites available for some of our more distantly located members. Please come by, have some food and drink with your colleagues, and join us for a great meeting! ❤️



**Please join us for an Open House to see the  
new OFNHP office and visit with other  
members, staff, and union leaders**

**Thursday, December 5  
11am-8pm**

Drop in any time. We'll have food and drink and great conversations. We'd love to see you, show you the new office space, and find out what's happening for you at your work site!

1500 NE Irving Street  
Suite 575  
Portland OR 97232

*Also, please help us make a child's holiday a little brighter by bringing a new, unwrapped toy for the Labor's Community Service Holiday Toy Drive!*



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## Congratulations, Stewards!

On October 5, we honored our hardworking Stewards with a celebration dinner and awards ceremony. Stewards are the backbone of this union, helping colleagues on the front lines and working with union leaders and staff to defend our contracts and protect our rights. Thanks to ALL of our Stewards for their tireless work, and congratulations to this year's award winners!

**LABPRO Contract Watchdog: Frank Fleming**

**PRO Contract Watchdog: Carol Simmons**

**RN Inpatient Contract Watchdog: Ally Degataga**

**RN Outpatient Contract Watchdog: Colleen Cunningham**

**ONA Contract Watchdog: Paul Seer**

**RDH Contract Watchdog: Jennifer Hockema**

**TECH Contract Watchdog: Peter Schultz**

**Lifetime Achievement Award: Guy Marx**

**MVP: Marie Hamilton**

**Steward of the Year: Adrienne Enghouse**

**Lifetime Achievement Award: Eileen McCloskey**

**Rookie of the Year: Suzanne Green**



(l-r) Lifetime Achievement winner Guy Marx, MVP winner Marie Hamilton, Lifetime Achievement winner Eileen McCloskey.



Jennifer Hockema (left) receives RDH Bargaining Unit Contract Watchdog Award from RDH Vice President Jackie Farlinger-King.



RN Vice President Nancy Mulsoff (left) awards Rookie of the Year to Suzanne Green.



↑ Ally Degataga (left) receives RN Inpatient Contract Watchdog Award as OFNHP Executive Vice President Christobal Mazingo looks on.



Peter Schultz (left) receives TECH Bargaining Unit Contract Watchdog Award from TECH President Lori Wambold.



← Adrienne Enghouse (right) receives Steward of the Year from RN President Dawnette McCloud.

→ Paul Seer (left) receives ONA Bargaining Unit Contract Watchdog Award.



## Members and Community Rally to Support Perio Hygienists



In October, Kaiser Permanente Dental unilaterally eliminated a negotiated job classification, demoting periodontal hygienists to general hygienists. These highly qualified employees, many of whom have been with Kaiser for years, will now be compensated in a lower classification and will see a reduction in pay.

In addition, those general hygienists who received a differential increase in pay for periodically performing Periodontal Hygienist duties will now be required to perform the same duties and will not be compensated for working out of class because Kaiser has eliminated the class altogether.



These 17 periodontal hygienists work in collaboration with four periodontists (gum specialty dentists) to treat patients with advanced gum disease and bone loss. With a smaller group of providers, the periodontists can readily communicate guidelines for treatment and oversee the work of the team. The periodontal hygienists have voluntarily chosen to work in this classification and have had the opportunity to receive mentoring.

Historically, the periodontal hygiene job classification has required additional hygiene experience as well as expanded



credentials. The periodontal hygienists are going to take a significant cut in pay, but more importantly, this change in working conditions is a change in the dynamic of how care is delivered and by whom.

This work is not going away. With our aging population there will be greater demand for periodontal services. But rather than hiring more periodontal hygienists to

improve care, Kaiser Dental has chosen to weaken patient care by removing the specialization.

The issue is going to arbitration in December. On Wednesday, November 13, periodontal hygienists rallied outside

Kaiser Permanente Northwest Headquarters, and were joined by members from across all OFNHP bargaining units, OFNHP member leaders and staff, the Oregon AFL-CIO, Jobs with Justice, and members and leaders from ONA (Oregon Nurses Association), CWA (Communications Workers of America), UFCW (United Food & Commercial Workers), and many more. ❤️

## 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
Nov 2013	Wage & Hours	Compensation/Differential Pay	Nurse Treatment	Grievance Step 1
Nov 2013	Other	Other	Regional Advice	Grievance Step 2
Oct 2013	Wage & Hours	Schedule	SMC Critical Care Med/ Surg Float Pool	Grievance Step 2 - Pending Mediation
Oct 2013	Wage & Hours	Schedule	SMC Lab	Grievance Step 1
Oct 2013	Wage & Hours	Schedule	SMC Lab	Grievance Step 1
Oct 2013	Wage & Hours	Schedule	Optical	Grievance Step 1
Oct 2013	Vacation Requests	Time Off Requests	OB/GYN	Grievance Step 1
Oct 2013	Contract Violation	Contractual Violation	Regional Advice	Grievance Step 2
Oct 2013	Contract Violation	Contractual Violation	Union Position - Labor Liaison	Grievance Step 2
Oct 2013	Wage & Hours	Compensation/Differential Pay	SMC Lab	Grievance Step 2
Oct 2013	Wage & Hours	Schedule	Regional Advice	Resolved Step 1
Oct 2013	Other	Other	RN Case Management	Resolved Step 1
Oct 2013	Job Description	Job Description	Union Position-Labor Liaison	Resolved Step 1
Oct 2013	KP Policies	Education	SMC CVPCU	Resolved Step 1
Oct 2013	Wage & Hours	Compensation/Differential Pay	SMC CVPCU	Resolved Step 1
Oct 2013	Wage & Hours	Compensation/Differential Pay	SMC Operating Room	Resolved Step 2
Sept 2013	Seniority	Seniority	(CSS) Home Health	Grievance Step 1
Sept 2013	Wage & Hours	Schedule	Primary Care	Grievance Step 1
Sept 2013	National Agreement	Joint Staffing	Union Position-Labor Liaison	Grievance Step 2
Sept 2013	National Agreement	Joint Staffing	Union Position-Labor Liaison	Grievance Step 2
Sept 2013	Seniority	Seniority	Union Position-Labor Liaison	Grievance Step 2
Sept 2013	Resignation	Termination	SMC Operating Room	Grievance Step 2
Sept 2013	Wage & Hours	Compensation/Differential Pay	SMC Critical Care Med/ Surg Float Pool	Grievance Step 2
Sept 2013	Wage & Hours	Compensation/Differential Pay	SMC CVPCU	Grievance Step 2
Sept 2013	Wage & Hours	Compensation/Differential Pay	SMC PACU	Grievance Step 2
Sept 2013	Wage & Hours	Schedule	SMC Critical Care Med/ Surg Float Pool	Grievance Step 2 - Pending Mediation
Sept 2013	Wage & Hours	Overtime	SMC Critical Care Med/ Surg Float Pool	Grievance Step 2 - Pending Mediation
Sept 2013	Wage & Hours	Schedule	SMC Critical Care Med/ Surg Float Pool	Grievance Step 2 - Pending Mediation
Aug 2013	Wage & Hours	Compensation/Differential Pay	SMC Emergency Dept.	Grievance Step 1

## Recent Grievances, Mediations and Arbitrations

Aug 2013	KP Policies	Education	Optometry	Grievance Step 2
Aug 2013	Other	Other	Optometry	Grievance Step 2
Aug 2013	Wage & Hours	Compensation/Differential Pay	Nurse Treatment	Grievance Step 2
Aug 2013	Leaves	Paid Administrative Leave	SMC 2 North Med/Surg	Resolved Step 1
Aug 2013	Wage & Hours	Compensation/Differential Pay	SMC Emergency Dept.	Resolved Step 1
Aug 2013	Job Description	Job Description	RN Case Management	Resolved Step 2
Aug 2013	Wage & Hours	Compensation/Differential Pay	Optometry	Resolved Step 2
Aug 2013	Job Description	Scope of Practice	Optometry	Resolved Step 2
Aug 2013	Wage & Hours	Schedule	Optometry	Resolved Step 2
Aug 2013	Wage & Hours	Schedule	SMC PACU	Resolved Step 2
Aug 2013	Job Description	Job Description	Neurology	Resolved Step 2
Aug 2013	Leaves	Paid Administrative Leave	Internal Medicine	Held in Abeyance Grievance Step 1
Aug 2013	Other	Other	SMC PACU	Held in Abeyance Grievance Step 2
Aug 2013	Job Description	Job Description	RN Case Management	Grievance Step 2 - Pending Mediation
Aug 2013	Working Conditions	Rest & Meal Periods	SMC PACU	Grievance Step 2 - Pending Mediation
Aug 2013	Wage & Hours	Compensation/Differential Pay	Dental Clinic	Arbitration



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Oregon Federation of Nurses and Health Professionals



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## Join Us!

**OFNHP Membership  
Meeting**

**Tuesday, January 7  
6:30-8:30pm  
Monarch Hotel**

Contact OFNHP

Mail: 1500 NE Irving St., Suite 575  
Portland, Oregon 97232

Phone: 503-657-9974  
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