What’s Happening with Contract Negotiations

By the time you read this, your national negotiating team and observers will have attended four rounds of national negotiations in California. We met once for training in interest-based negotiations (IBN), and three times for negotiation sessions. I’m happy to report that your representatives are enthusiastic and engaged, and we are represented on all subgroups working on elements of the national contract.

The IBN process is very different from traditional, positional bargaining. It emphasizes consensus-based decisions, driven by mutual agreement instead of animosity. Although this process is more complicated, it ultimately can lead to much stronger outcomes. After all, the day after negotiations end, we all have to go back to working with each other. This process allows us to build the relationships we need to effect true change, and also helps us build stronger alliances with our union brothers and sisters across the coalition. Together, speaking with one strong voice, we are much more effective at making our needs clear and seeing that our issues are addressed.

We have carried your interests to the national table, and we are acting in unity with the other Coalition unions. Together, we are advocating for our mutual interests of maintenance of benefits; good wages; a safe place in which to care for our patients; and working with Kaiser to enforce and grow the Partnership so that it works for all of us.

Negotiations are being facilitated by Restructuring Associates Inc. (RAI), the consultant group that helped facilitate the original Labor-Management Partnership contract, and has been there with us at every national negotiation. They are very familiar with the Partnership, and with all of the unions involved.

At negotiations, we have been meeting in our five issue subgroups: Total Health; Workforce of the Future; Benefits; Enhancing the Partnership; and Growth of KP and Unions. Following the consensus-based IBN process, management and union sides each identified our separate interests, and then identified the common interests that would define the scope of our negotiations. Each group has been working to achieve consensus on solutions that address the concerns and interests of both sides.

As negotiations continue, we are optimistic about reaching resolution soon. A delegates conference has been scheduled for May 18-19, after the last round of negotiations. At that conference, the Coalition delegates that each bargaining unit has chosen will be presented with the final agreement and be asked to vote on whether or not to recommend ratification to our members. If they choose to recommend the agreement, we will then take the agreement back to members for a review and vote.

As national negotiations are underway, your local bargaining teams are also preparing to negotiate the local contract. Bargaining teams for each unit have met for three full days of training, facilitated by instructors from the University of Oregon’s Labor Education and Resource Center (LERC). Your member representatives have been working hard to identify your interests to ensure they understand all of your local issues. It’s exciting and heartening to see this enthusiastic group work with such strength and commitment. There is no doubt that we are ready to represent your issues at the local bargaining table—and beyond.

In Solidarity,

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We now have target opening dates for Kaiser Permanente Westside Medical Center (KWMC)! Construction continues to progress, and management has announced that the Specialty Medical Office will open in June 2013, followed by all Inpatient services in August 2013.

Now that these dates are set, we can make the transition to important department-level work such as workflows, training plans, and finalizing plans for the number of employees needed in each department. This is the work that will ensure a successful opening -- and for that, we need you! The KWMC team has begun and will continue to identify front-line represented staff to participate in this department-level work. For questions or comments, please contact our KWMC Labor Rep, Marie Hamilton: Marie.E.Hamilton@kp.org.

Career profile/résumé-building workshops are being planned to begin this summer and continue throughout 2012. A few non-represented positions will be posted and hired this calendar year. Postings for some hard to fill labor-represented positions will begin in late 2012, with the majority of postings and hirings occurring in 2013.

In May, Kaiser Permanente is launching Phase 2 of their internal website with updates on KWMC progress, workshop info, and hiring timelines. Check it out at http://internal.or.kp.org/kwmc/. Plans are also in the works for an employee celebration event, at the KWMC site, in late summer/early fall of this year. It will be a great opportunity to see the site for yourselves and talk directly with the people involved!

In Memoriam - Eric Bowman, Steve Schoonover
March 2012 saw the passing of two of our OFNHP brothers, Eric Bowman and Terry (Steve) Schoonover. Eric was a member of the TECH bargaining unit, and worked in the Sleep Lab. Steve was a member of the PRO bargaining unit, a PA at the Orchards clinic. They both had many friends throughout Kaiser and in the community. They will be missed by all of us, and we send wishes of strength and sympathy to their families.
The Labor Education and Research Center (LERC) at the University of Oregon is a wealth of union training and information. They offer individual classes, weeklong trainings, and ongoing programs in all range of union education. Union staff recently attended LERC’s Collective Bargaining Institute, and the same educators from that program have taught individualized classes to our bargaining teams, to help prepare everyone for local negotiations.

One of LERC’s many valuable programs is a certificate series for union leaders. The U-LEAD program guarantees the participant a wide range of union education based around a core curriculum in four key areas: Contract Negotiations and Administration; Building the Union Organization; Individual Leadership Skills; and Framework for Labor-Management Relations.

To earn the certificate, students need 64 hours of training, divided among these four areas. The classes are scheduled throughout the year, and most people who choose to pursue the certificate are able to earn it in two to four years.

OFNHP member pursuing U-LEAD Certificate

Amanda Hill, Vice President of the TECH Bargaining Unit and a very active member of OFNHP, decided to enroll about two years ago and is about halfway through her U-LEAD certificate classes. She’s been attending periodic classes and summer schools, and the individualized bargaining trainings that we’ve had at OFNHP have helped her toward her goal.

"It’s a great way to meet other people in the labor movement in Oregon," she says. "LERC has great speakers—like Tom Chamberlain, President of Oregon AFL-CIO; and last year we heard from a union leader from Wisconsin," where unions were involved in a front-line fight to defend collective bargaining. "It’s really heart-of-the-matter type stuff," says Hill.

Find out more about LERC!

To find out more about LERC’s classes and institutes, or to enroll in the U-LEAD program, visit their website at http://pages.uoregon.edu/lerc/. Union leadership wants to help our members get as much union education and training as possible, so if you’re interested, please also contact Executive Vice President Elex Tenney to see what financial support the OFNHP might be able to offer to assist you. Elex can be reached at etenney@ofnhp.org.
Members had a BALL at the Winter Social at Big Al's!

DO YOU RECEIVE OFNHP E-MAILS?
Get the latest information and updates on union activities, events, and bargaining!
Send your personal (not KP) email address to itsmyunion@ofnhp.org with the subject: email list.
Members had a BALL at the Winter Social at Big Al's!
Help OFNHP Defend Our Members Politically:
Support the Political Education & Action Committee's Political Action Fund

Why political action?

Endorsing candidates and ballot measures and making targeted, strategic campaign donations is an important part of defending our members’ rights in the workplace and in our communities. OFNHP makes endorsements and donations on the basis of each candidate’s record and position on healthcare and labor issues, without regard to party affiliation. Our Platform is the key tool the Political Education & Action Committee (PEAC) uses to evaluate candidates and issues to determine OFNHP support.

Donations to support OFNHP’s political activities do not come from member dues. All political contributions are funded by a separate, voluntary fund that is kept entirely separate from member dues.

OFNHP’s PEAC is committed to:

- Helping identify and develop pro-health professional, pro-labor candidates—and rewarding those with a track record of supporting our issues while in office.
- Increasing our union’s clout—especially in local elections, where our union can have a real influence on the results by endorsing candidates and turning out the vote.
- Allowing our union to build its political strength through joining with other like-minded organizations to support pro-health professional, pro-labor candidates.
- Increasing our union’s lobbying power by helping elect candidates who understand issues that are of direct concern to our members’ work lives.

Please help us build our political action fund by signing up for automatic deductions. Fill out the card below and mail it to OFNHP PEAC; 2045 SE Ankeny Street; Portland, OR 97214.

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**OFNHP Political Action Fund Deduction Authorization**
Oregon Federation of Nurses and Health Professionals • Local 5017 • AFL-CIO

I hereby authorize Kaiser Permanente to deduct from my salary the sum of (check one):

___ $5  ___ $10  ___ $20  ___ $____ (other amount)

per pay period and forward the amount to the OFNHP Political Education and Action Committee (PEAC). This authorization is signed freely and voluntarily and not out of any fear of reprisal, and I will not be favored or disadvantaged because I exercise this right. I understand this money will be used to make political contributions by OFNHP’s PEAC. OFNHP PEAC may engage in joint fundraising efforts with the AFL-CIO. This voluntary authorization may be revoked at any time by notifying the OFNHP PEAC in writing of the desire to do so. OFNHP will subsequently and promptly notify the employer.

NAME (please print): ___________________________ HOME PHONE: ___________________________

HOME ADDRESS: ___________________________ CITY, STATE, ZIP: ___________________________

HOME (non-KP) EMAIL: ___________________________

SIGNATURE: ___________________________ DATE: ___________________________

Contributions to OFNHP’s Political Action Fund are not deductible for federal tax purposes but may be eligible for the Oregon Political Tax Credit.
Regarding Kaiser’s data breach of secure employee info

Recently, many of our members received a letter from Kaiser Permanente informing you of an information security breach. It appears that personal, identifying information (but not medical information) for approximately 8600 current and former NW Region employees was breached. The data loss occurred outside of this region, too, and has affected employees nationwide.

Those who were a part of this breach received a letter at home, from Kaiser, explaining the situation and offering a year of free credit reporting. There do not appear to be any strings or negative ramifications associated with Kaiser’s offer for free credit monitoring, but it is your choice whether or not to enroll.

Although the unions have nothing to do with this error on Kaiser’s part, union leadership wants you to know that we take the loss of secure employee information very seriously, and are working with legal counsel to press Kaiser Permanente for answers about how this happened, what their liability is, and how we can ensure that our union members are protected. We will do everything we can to get the answers you need and push Kaiser to do what is necessary to protect your confidential information. 😊

Your AFT membership means you have free access to liability insurance

As a healthcare provider, you probably receive countless insurance solicitations in your mailbox at home. And it’s true, you should be sure you’re covered to the fullest extent so that you are protected on the job. The good news is, as a full member of OFNHP, you are covered under the AFT Occupational Liability Plan and Legal Action Trust. This is one of the many benefits that your union dues help cover. All full and active members (meaning you pay the full dues rate and are not “fair share”) have automatic access to this liability insurance program, at no additional cost to you.

These policies provide protection for damages arising from bodily injury, including death; and property damage or destruction; as well as protection for damages arising from personal injury, libel, slander, defamation and violation of the right to privacy. Coverage also includes defense costs, and damages if you are assaulted on the job, and up to $50,000 for accidental death or dismemberment.

As with any insurance policy, there are a lot of details, and we encourage you to get familiar with the information. A PDF copy of the plan brochure can be found at: http://www.ofnhp.org/downloads/files/benefits/Occupational Liability Brochure.pdf. All of our active members except nurse midwives are covered (this job category is excluded because of the costs. However, the plan is constantly improving and we hope they will be added soon). 😊

East Interstate UBT models Healthy Workforce in Portland’s Rock-n-Roll Half-Marathon

The OB/GYN UBT at East Interstate will be representing their unions and the Coalition of Kaiser Permanente Unions at the May 20 Rock-N-Roll Half-Marathon. Dr. Lisa Molina was the “instigator,” according to OFNHP member Toren Brolutti. "We all talked about it, and then at the first Coalition Delegates Conference we talked about the Healthy Workforce initiative. It was really serendipitous timing and we realized we could do it as a UBT project."

In addition to Dr. Molina, UBT members from both OFNHP and SEIU are participating. OFNHP is proudly sponsoring all six of our members: Kate Beadle, NP; Toren Brolutti, RN; Geri Cullers, CNM; Sarah Krakauer, CNM; Ingrid Lorensen, NP; and Megan Shipley, CNM. Have a great half-marathon, team! 😊

Some of the EIN OB/GYN half-marathon team: (l-r) Kate Beadle, Shayla Harden, Brandi Backus, Geri Cullers, Dr. Lisa Molina, Toren Brolutti, Ingrid Lorensen.
Labor Laugh:

A big company offered $50 for each money-saving idea submitted by its employees.

First prize went to the employee who suggested the award be cut to $25.