



# The Heartbeat

of AFT Nurses and Health  
Professionals Local 5017

## OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

### FROM EXECUTIVE PRESIDENT

**Dawnette McCloud**



Join Dawnette at the  
Minimum Wage Hearing  
in Salem on January 14th.  
*Details inside.*

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## 2016: Building Strength in Our Worksites

Welcome to 2016! It will be hard to top the good work we accomplished together in 2015. Through your efforts across our region – holding rallies, stickering up, keeping each other informed and engaged in the process – we won a great contract that includes across-the-board raises every year, protects our pension, secures retiree medical benefits, adds juvenile orthodontia to our dental benefits, and puts more resources toward our professional development.

Our National Agreement is a testament to the difference we can make when we stand together. The 2015 contract campaign jump started our OFNHP activist network. Over 175 new member leaders stepped up to keep their workgroups informed about bargaining and ways to take action. To keep this momentum going, our Executive Council has approved a new leadership structure and important upgrades to our steward program that will be rolling out this spring.

In 2016, this is the work we must focus on – building strength in our worksites. Our goal is to empower members to respond to issues in the workplace and take responsibility for solutions. As more members get involved, we will have more power to advocate for our patients and our professions.

Of course, many of the issues that matter to us cannot be addressed organizing inside Kaiser alone. That's why we need to reach out to our community. With renewed strength in our worksites from our efforts this year, we'll have the capacity next year to find common cause with our communities for a healthcare system that puts patients before profits, for social justice, and for workers' rights.

We can get started now. Our movement once again faces a national, coordinated attack on unions sponsored by corporate billionaires like the Koch brothers. Anti-worker proposals in thirteen states – including Oregon – threaten our ability to stand up for working families. As a movement, we have to fight back, but we can't just play defense. We must continue to fight forward for an economy that works for all.

In Oregon, we have a thriving movement for an increase in the minimum wage so that no one who works lives in poverty. Labor is also working with community partners on a ballot initiative to make sure we get the schools and public services we need by making large and out-of-state corporations pay their fair share in taxes. These are important measures to support this election year.

How will we be able to do all of this? There are no shortcuts. In May our National union, AFT, celebrates 100 years of fighting for justice. To honor this milestone and grow our activist network, OFNHP has begun a campaign to reach out to every single member of our union in 2016. One by one, we can renew our resolve to work together to improve our lives at work, protect our patients, and transform healthcare.



**Executive Council 2015-16**

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Dawnette McCloud

**Executive Vice President**

Adrienne Enghouse

**Executive Secretary**

Elaine Carty

**Executive Treasurer**

Vacant

**VP of External Organizing**

Jamie Dawson

**VP of Health and Safety**

Abigail Springer-Hall

**VP of Leadership Development**

Kathy Schmidt

**VP of Legislation**

Amanda Hill

**VP of Publications**

Nancy Amstad-Hite

**VP of Retirees**

Vacant

**LAB PRO Bargaining Unit President**

Carol Faulkner

**LAB PRO Bargaining Unit VP**

Shirlee Morehouse

**ONA Bargaining Unit President**

Karen Yates

**ONA Bargaining Unit VP**

Vacant

**PRO Bargaining Unit President**

Alicia Sheprow

**PRO Bargaining Unit VP**

Christine Schoene

**RDH Bargaining Unit President**

Sharon Brown

**RDH Bargaining Unit VP**

Jacqueline Farlinger-King

**RN Bargaining Unit President**

Misty Richards

**RN Bargaining Unit VP**

Ted Edminster

**TECH Bargaining Unit President**

Katie Ekstrom

**TECH Bargaining Unit VP**

Ben Ramirez

**Minimum Wage Fights Gain Momentum**

It used to be that having a full-time job meant you could support yourself and your family – but for too many Oregonians, that’s no longer true. Currently, Oregonians working full-time at the minimum wage make less than \$1,600 a month. Think it’s just teenagers? Think again.

In fact, the average minimum wage worker is 35 years old, often a mother

with a family relying solely on her wages. For a parent, that can mean having to choose between paying the rent or going to the doctor.

In just a few years, the Fight for \$15, a movement led by low-wage workers, has opened a national dialogue about the minimum wage. In November of

2012, workers at over 100 fast food outlets in New York City walked out demanding “\$15 and a union!” Waves of one-day strikes followed in cities across the country, sparking dozens of local campaigns to raise the minimum wage.

Nowhere have efforts to raise the minimum wage been more successful than the west coast. In 2013, Sea-Tac passed an initiative to increase the minimum wage to

\$15 for 6,500 workers at the airport and the surrounding community. In 2014, Seattle city council passed a minimum wage ordinance that phases-in increases to \$15 over several years, adjusting for inflation after that. Later that year, voters in San Francisco passed a ballot measure

**Four out of ten jobs in Oregon pay less than \$15 an hour...That can mean having to choose between paying the rent or going to the doctor.**

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**OFNHP Members Give Back For the Holidays**



From left: Mary Lewis (retiree), Nancy Amstad-Hite, Adrienne Enghouse and Sharon Maxey.

The OFNHP Social Committee hosted the first ever Holiday Happy Hour to celebrate the season for giving and support Labor’s Community Service Agency’s annual toy drive. Our members raised hundreds of dollars

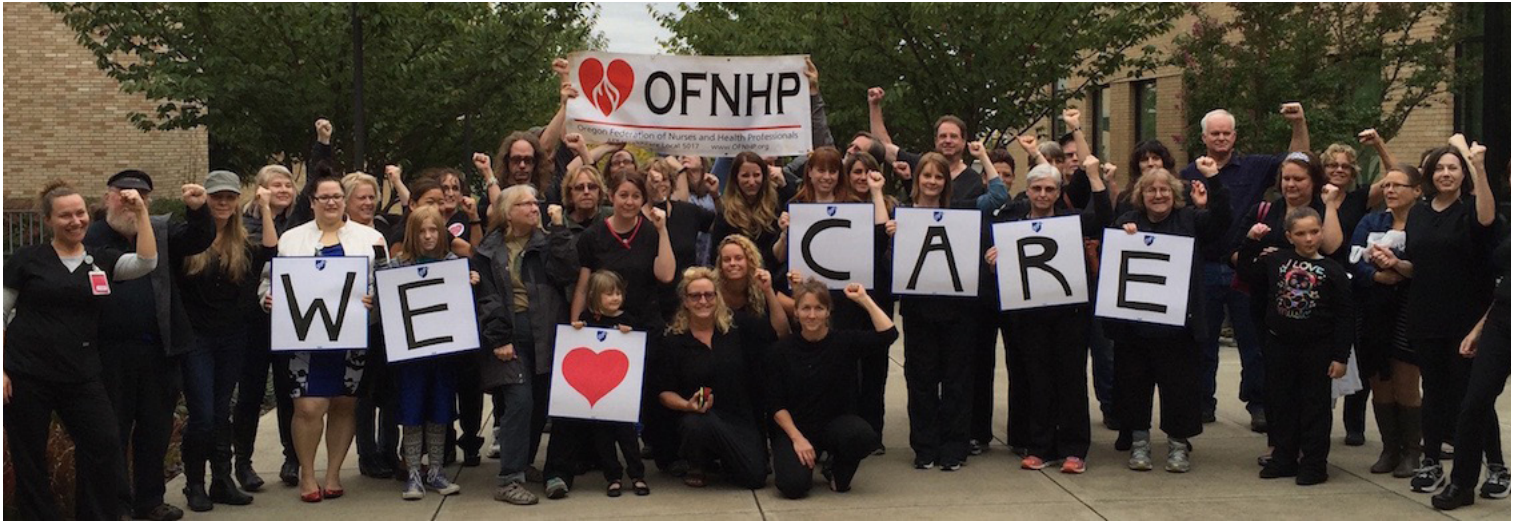
and a large pile of toys to benefit union families who, because of layoffs and lockouts, could not otherwise afford gifts for their children.

Continuing Care Services members showed up in a big way during the party, having collected toys within their work group. The CCS contribution nearly doubled our haul of toys.

Event Organizer Adrienne Enghouse explains that social events like these are, “a fun opportunity to work together across our bargaining units and show what we can do as a union.”

If you want to get involved in the social committee to put on fun events for members and community, email [itsmyunion@ofnhp.org](mailto:itsmyunion@ofnhp.org) to sign up. ❤️

## Spotlight on Staffing: New Inpatient Staffing Law



OFNHP members gather for a photo after an Instant Recess for Safe Staffing event on the Sunnyside Campus.

### Misty Richards, RN Bargaining Unit President

When our patients are admitted to the hospital, they want to know they will get safe and appropriate care, and we want to give them just that. But too often, we are left running from room to room, for up to 12 hours or more, trying to meet the needs of too many patients at one time.

When our units have the resources we need to deliver care safely, we are able to prevent errors and save lives. We need the right number and skill mix of personnel—not only of RNs, but our entire healthcare team.

In the 2015 legislative session Oregon lawmakers passed a bill revising the Hospital Nurse Staffing Law. Oregon’s updated staffing law offers an important opportunity to advocate for the staffing we need.

Here’s how the new law affects our hospitals:

- Hospital staffing committees must include 50% direct-care staff selected by the bargaining unit, including one non-RN, direct-care staffer.
- Unit-wide staffing plans approved by the staffing committee must be implemented by January 1, 2017.
- The new law establishes stronger limits on the use of mandatory overtime.
- Clear enforcement provisions provide a path to resolve disagreements.

To put these new provisions into practice, we’ve been working hard to build labor caucuses for the staffing

committees at Sunnyside and Westside Medical Centers. Our caucuses are a big deal. Members of the caucus represent specific units, bringing together input from members in every arena. OFNHP representatives to the hospital staffing committee will be chosen by caucus members in January.

The caucuses will also support the representatives to the staffing committees in developing our agenda for a staffing plan that will allow us to safely take care of our patients. ❤️

### 2015 Staffing Committee Labor Caucuses

#### KSMC

Adrienne Enghouse  
Julie Walko  
Abigail Hall  
Stephanie Brown  
Meg Tuttle  
Glacel Anne Salagan  
Deniece Romaniello  
Dana Striver  
Tina Smith  
Ally DeGataga  
Sarah Lazarides  
Diane Stone  
Jaime Lorenzo  
Christy Vorderstrasse  
Shamci Stanton

Kelli Thielke

Francisco Acosta  
Ben Ramirez  
Rebecca Lindgren

#### KWMC

Katie Ekstrom  
Stacey Crane  
Jennifer Joya  
Debbie Williams  
Nicole Baker  
Kevin McManigal  
Jo Blank  
Ashley Miller  
Elaine Carty

## Sticking Together: How Workgroup Unity Can Create Change

### CVL Wins Standby Incentives

Members in Cardiovascular Lab (CVL) at Sunnyside won a victory for safe staffing in August by understanding their contract and sticking together. Through their unity members forced management to fix a loophole that denied their unit the contractual protections on the use of standby designated for members in surgical services.

Though the unit performs dozens of critical cardiovascular procedures, management relies on standby to cover evenings, nights and weekends. In other units in the surgical services arena, members working standby benefit from incentives for working call and restrictions on the amount of call that can be mandated. However, since CVL was created after the RN contract was negotiated and therefore not included in the list of surgical services units, management refused to apply those protections to CVL.

OFNHP steward Carla Justice has worked in CVL for two and half years. She says the loophole had been a problem for years, but filing grievances hadn't solved it. The RN contract lays out two approaches to standby, one for the surgical services arena and a "general" clause for the rest of inpatient RNs that says standby is voluntary. Carla says that, "in every other way, they treated us like surgical services." But when it came to standby, management did not want to apply the surgical services incentives and protective language to CVL.

This time, instead of filing a grievance and waiting to escalate the issue through every step, the unit took a different approach. "We met with Ron [Neimark, Internal Organizer] and it was pretty clear that if we weren't surgical services, then standby was voluntary. If management won't call us surgical services, then we get to decide if we want to take standby or not."

In a letter to management signed by every RN in the unit, members gave Kaiser 30 days' notice to come to the table before they stopped taking standby shifts. "People did start to get nervous when time started running out, but we held strong and supported each other," Carla remembers.

They offered Kaiser one ten-day extension and before the new deadline, management came to the bargaining table. After several rounds of discussions, management agreed that CVL, CVPR and MPU are all part of surgical services and therefore the contract language on standby applies.



KSMC members Carla Justice, Sandra Lohstroh and Stephanie Charron receive a visit from AFT President Randi Weingarten and AFT Executive Council member Stephen Rooney. Insert

Carla says the key was sticking together. "The best thing that has come out of it, is that the other departments have seen what can happen when you are solid."

The workgroup has more issues to tackle and RNs have made a point of finding common cause with the techs in the department – who are members of UFCW – to take on the issues together. "We're more unified than ever." ❤️

### Reviving the Partnership at AWL

The Cytogenetics Department at Airport Way Lab is feeling pretty good about the Partnership these days. But that wasn't the case for the last few years. By showing solidarity and speaking out, members were able to turn things around.

Both the Cytogenetic and the Molecular labs are responsible for highly specialized testing necessary to screen for many infectious and genetic diseases including HIV, leukemias and breast cancer– testing that is both critical to patient care and expensive to outsource.

Management started down the wrong track when they made the unilateral decision to divide testing between the Molecular lab and the Cytogenetic lab. That action essentially moved a set of tests from the Molecular department to Cytogenetics, without consulting the lab professionals involved. As Cytogenetics juggled the additional workload, and were also in the process of developing a sophisticated new DNA sequencing platform, the Molecular lab was left without enough work.

Then in August of this year, members from Cytogenetics

filed a grievance in response to the supervisor’s decision to ignore clear rules outlined in the union contract and promote a new hired technologist to this new platform who had neither the seniority nor the technical experience necessary to be successful. Again, ignoring partnership.

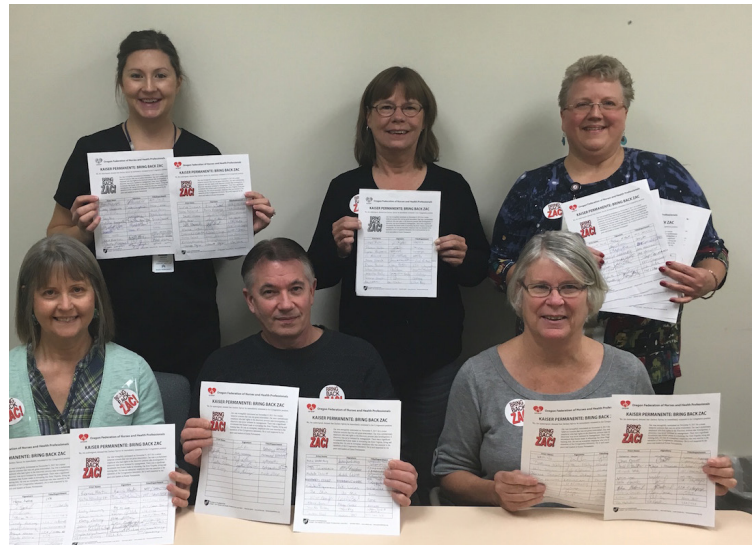
In November, management terminated a probationary employee without a discovery process. Zachery Spivey had recently relocated from Virginia to work for Kaiser Cytogenetics. His workgroup considered him a bright spot for the department, bringing expertise and innovative ideas. Zac’s firing was a tipping point, and the work group decided to make noise. They drafted and circulated stickers and a petition at Airport Way Lab to build support and “Bring Back Zac”. In less than a week they collected 115 signatures to deliver to management, kickstarting conversations and developing new alliances in the building.

That’s when things shifted. Since those displays of solidarity, Kaiser has made important changes. Executive Board member Carol Faulkner sees this change in course as a result of union activity. “When they saw how much everybody came together and organized for Zac and these other issues, it brought the Partnership back to life.”

Besides making changes in the management line up, Kaiser has also reversed course on the workflow issues that were plaguing the departments and allowed the workgroups to get together and develop a new plan. This December, in a joint meeting of the Cytogenetics and Molecular labs

UBTs, management excused themselves from the room and allowed the two workgroups to equitably redistribute the testing.

“When we saw what we had worked for being undone by unilateral decisions, that’s when we mobilized, explains Technologist, Jeff Trinklein. It wasn’t just because we wanted ‘our way.’ It was because we believe deeply in patient care and in improving Kaiser financially. That is our motivation. Now that we’re working in partnership, things are working quickly and correctly.” ❤️



From top left: Andria Vredenburg, Diane Porter, Carol Faulkner, Cynthia Osborn, Jeff Trinklein, and Joann Sherman display their petition signatures.

Jan 19th!

## MEMBERSHIP MEETING

*Building strength to improve our lives at work.*

TUESDAY, JANUARY 19 AT 6:00PM  
MT. SCOTT CONFERENCE ROOM A/B  
9800 SE SUNNYSIDE ROAD  
CLACKAMAS, OR 97015

## Contract Enforcement: Outpatient Grievance Goes to Arbitration

### A Step Forward for Work-Life Balance

Core nurses in the clinics who work less than five days a week can finally count on some clarity when it comes to their regular days off. OFNHP reached an agreement with management to implement an arbitration award regarding scheduling of part-time RNs.

The issue came to a head when a part-time RN at Rockwood Medical Office found out her regular day off had been changed. She had already booked a flight for an important family trip, but initially management was not going to honor her regular day off. That's when stewards Toren Brolutti and Dave Henrichsen filed the grievance.

The contract spells out that managers and employees are supposed to develop schedules in partnership, but management and/or schedulers in the clinics routinely disregarded nurses' regular days off.

The arbitrator found that "protection of outpatient RN regular days off cannot be guaranteed in all cases. More can be done, though, to minimize changes occurring in the pre-scheduling process."

In response to the arbitration decision, the new letter of

agreement spells out what must be done when a hole is identified in the upcoming schedule:

- Moving an RN's regular day off should be an exception– not the rule.
- Staff schedulers will exhaust all available options to fill the shift before moving an RN's regular days off.
- The scheduler must communicate with the RN before making the change.
- The RN must have at least three weeks' notice of the change.

Whether we have vacation plans or childcare responsibilities, second jobs or aging parents, we all need to be able to plan our lives. The new agreement offers a route for nurses to help problem-solve scheduling holes and ensures advanced notice of changes if alternative coverage isn't available.

But, as Internal Organizer Jocelyn Pitman who took the grievance to arbitration explains, "There is no magic bullet for achieving predictable schedules and the backfill. At the end of the day, the real solution is appropriate staffing. It will take an all hands on deck approach to resolving the problem in its entirety".

## Kaiser Expands Access to Care in Urgent Care, Optical, and Eugene

### Vision Essentials to Open on Saturdays

Vision Essentials (VE) is scheduled to begin providing Saturday service to Kaiser members starting March 12th at the Beaverton, Clackamas, and Cascade Park locations.

Members Robert Oun, VE Labor Partner, Amanda Hill, Optician, Jolie Barella, Optical Assistant (OA), Rhandy Rogers, OA, Lori Wambold, OA, Wendy Ball, Eyecare Support Specialist (ESS), and Betty Dudley, ESS, and Tech contract specialist Elaine Carty took an active role in bargaining how this change in operations would affect vision essentials staff.

Labor and Management agreed that Saturday shifts would be filled by newly hired staff on a permanent basis; with volunteers and least senior staff on a rotating basis. Management also agreed that employees will not experience a reduction in hours as a result of working a Saturday shift. Read more at [ofnhp.org/VESatOps](http://ofnhp.org/VESatOps).

### Welcome Eugene Medical and Dental!



Image credit: Kaiser Permanente

Valley River Dental opens in January for employer-based plans.

Kaiser Permanente expands to Eugene-Springfield in 2016. Let's extend a warm OFNHP welcome to Janelle Blondin, the new Registered Dental Hygienist at Valley River Dental. Angela Welk also joins the Kaiser team in Lane County. Formerly an RN with Continuing Care Services, Angela is now part of Primary Care at the new Downtown Eugene Medical Office.

## Kaiser Expands Urgent Care (Again)

In January Kaiser Urgent Care will extend afternoon hours to offer members increased access to care. Clinics will now begin seeing patients from 1:00pm to 10:00pm.

Kaiser's move to expand Urgent Care is a long-anticipated response to industry trends. In the mid-90s, Urgent Care at Sunnyside was open all day from 7:00am to 11:00pm as an alternative to the ER. But by 2008, at a time when competitors like Legacy were opening stand alone immediate care facilities in reaction to consumer demand, Kaiser chose to go in the opposite direction.

Executive Council member Alicia Sheprow, PA, remembers Kaiser's decision to scale back Urgent Care a decade ago. "Management was looking at patient satisfaction surveys showing Kaiser members had better experiences when they were able to see their Primary Care provider. That makes sense because having an established relationship with the patient does matter. But if you have a sinus infection and can't get in to see your provider for three weeks, that's not going to work."

Urgent Care keeps emergency room utilization down and provides the convenient access that many healthcare consumers want. Sheprow says that along with deciding to extend Urgent Care hours in 2016, Kaiser is also moving forward on a pilot stand alone Urgent Care facility that would accept non-Kaiser members.

Sheprow and Internal Organizer Sharon Culley brought together Urgent Care clinicians (PAs and NPs) in October to bargain over the changes in working conditions. The bargaining team included Skye Wagoonier, PA at Mt. Scott, Crystal Neideigh, PA at North Lancaster, Maureen Upton, Floating NP, Katie Salinas, PA at Cascade Park, and Carol Simmons, NP at Beaverton and labor partner.

As a result of bargaining, Urgent Care clinicians can now count on:

**Increased core staffing:** Kaiser added six additional PA and NP positions to cover the extended hours.

**Standby improvements:** Previously, Primary Care clinicians were responsible for taking call in Urgent Care to backfill absences. Dedicated Urgent Care clinicians will now cover standby shifts in their own department and standby pay will increase from \$4 to \$6 dollars. Primary Care clinicians can continue to take call shifts in Urgent Care on a voluntary basis.

**Better shifts and pay for all hours worked:** Many clinicians were working from 1:00-5:00pm in Primary Care then from 6:00-10:00pm in Urgent Care with a gap in pay from 5:00-6:00pm. New templates will allow ACs to work 10 hour shifts and earn UCC premium pay for the entire shift, not just for weeknight evening hours. Members also negotiated additional time at the end of their shift so that clinicians can complete their final appointments instead of transferring care to an MD with later hours. ❤️

## Minimum Wage Fights Gain Momentum-

### CONTINUED FROM PAGE 2

to gradually phase-in a \$15 minimum wage, while voters in nearby Oakland passed a measure to raise the wage to \$12.25.

Unions have an important role to play in efforts to raise the minimum wage. From Multnomah county employees to homecare workers, union members are coming together and winning \$15 an hour at the bargaining table. As unions come under fire from anti-worker legislative proposals and initiatives, the Fight for \$15 is an opportunity to forge alliances in the community and demonstrate that unions improve standards for all workers.

Four out of ten jobs in Oregon pay less than \$15 an hour. Two state-wide campaigns– \$15 Now and Raise the Wage– are putting pressure on lawmakers to take action on the minimum wage for the state's lowest paid workers

The OFNHP Executive Board endorsed \$15 Now Oregon in August. At the Oregon AFL-CIO's 2015 convention in October, delegates endorsed both campaigns aiming for a big increase in the wage floor– because no one who works full-time should live in poverty.

On Thursday, January 14th, state legislators will hold a public hearing at 4:00p.m. on raising Oregon's minimum wage. Advocates are planning a rally before the hearing to show support for raising the wage.

If you would like to be part of the OFNHP contingent or would like to testify at the hearing, email [itsmyunion@ofnhp.org](mailto:itsmyunion@ofnhp.org). Find more about the event at [ofnhp.org/events/min-wage-hearing-capitol](http://ofnhp.org/events/min-wage-hearing-capitol).

Saving space for edits.



A Union of Professionals

American Federation of Teachers AFL-CIO  
Oregon Federation of Nurses and  
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Oregon Federation of Nurses and Health Professionals



A Union of Professionals

**AFT Nurses and  
Health Professionals**



is one of five divisions of the 1.6 million member American Federation of Teachers bringing together 112,000 healthcare professionals across the country.

### Nuts & Bolts Steward Trainings

Nuts & Bolts is an interactive training that explores the role and rights of the steward, the basics of dealing with joint discoveries and grievances, basic worksite mapping, talking to coworkers about issues, and problem-solving workplace issues.

#### Upcoming Classes:

Thursday, January 21  
Thursday, February 11  
Saturday, February 27

By contract, OFNHP members are entitled to reimbursement for a full day of union-led steward training. If you haven't yet taken advantage of this benefit, you are eligible for reimbursement.

Classes are held from 9:00am to 4:00pm at the OFNHP office located at 1500 NE Irving Street, Suite 575, Portland, OR 97232.

RSVP to [itsmyunion@ofnhp.org](mailto:itsmyunion@ofnhp.org) or call 503-657-9974.

### OFNHP Membership Meeting

Tuesday, January 19 at 6:00pm  
Mt. Scott Conference Room A/B  
9800 SE Sunnyside Road  
Clackamas, OR 97015

**See you there!**

#### Contact OFNHP

Mail: 1500 NE Irving St., Suite 575  
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