

THE HEARTBEAT

December 2019



OUR NEW UNION HALL

As the fastest-growing healthcare union in the region, OFNHP is thriving. With that comes the responsibility to look ahead and anticipate our future needs. Strategic decisions today will secure a solid future for healthcare workers in the Northwest.

Membership continues to expand, and so does our geographical footprint. With these considerations in mind, our Executive Board approved the purchase of a new union hall, and the process is complete. OFNHP now owns a modern office building with easy freeway access in SW Portland/Tigard, Oregon!

Our new HQ is a smart investment. By purchasing our building, we

guarantee the next generation of patient defenders a home of their own, and we'll be building equity in the process.

The new office is more centrally located for members ranging from Longview to Eugene. Plus, the facilities fit our needs. We'll have ample parking and larger meeting spaces.

Our budget committee has done the math. This move will save nearly \$10,000 a month by eliminating expenses related to our Portland office lease, meeting space rentals, and parking.

Our building committee is overseeing renovations and anticipates a move-in date in the spring. Stay tuned!

IN THIS ISSUE

- Our new headquarters
- The union difference
- New bargaining units
- PeaceHealth news
- Kaiser news
- Political action update
- Weingarten rights
- Steward summit
- 2020 officer elections
- Workplace violence bill



EXECUTIVE BOARD

Adrienne Enghouse
President

Elaine Carty
Vice President

Debbie Frazier
Treasurer

Stephanie Lial
Secretary

Eric Quinn
PHSW Tech Chair

Jodi Atteberry
PHSW Service Chair

Jonathon Baker
PHSJ Lab Chair

Laurie Heppel
PHSH Tech Chair

Shirlee Morehouse
KP Lab Pros Chair

Kathy Gibbens
KP ONA CA 51 Chair

Gina Silva
KP Pro Chair

Nina O'Mailia
KP Pro Vice Chair

Shari Brown
KP RDH Chair

Misty Richards
KP RN Chair

Jodi Barschow
KP RN Vice Chair

Joshua Holt
KP RN Vice Chair

Christine Sciscione
KP Tech Vice Chair

PRESIDENT'S CORNER



WHEN UNIONS ARE STRONG, OUR COMMUNITIES ARE STRONGER.

by **Adrienne Enghouse**

It's not news that union members make more on average than non-union workers—11% more, in fact. But did you know that the impact is greater for workers of color? Average wages are nearly 16% higher for union members of color compared to non-union workers of color. Having a union contract also reduces the gender pay gap. Where men earn 18.7% more on average than women in non-union workplaces, the difference slims to 5.3% in unionized workplaces.

Collective bargaining works! Just last month at PeaceHealth Southwest, we negotiated wage improvements to the tune of 27% for the lowest-paid workers.

Not only are union workers paid more than our non-union peers, but union-represented employees also have higher rates of medical coverage with lower copays, and greater retirement security. We can see this in our contracts with Kaiser. Negotiating jointly with other unions at KP, OFNHP has achieved groundbreaking benefits like

retiree medical coverage and our Ben Hudnall Trust to expand professional development opportunities. That's on top of the wage increases we've bargained, totaling 165% since 2005.

Collective bargaining benefits everyone, not just union members. Strong union contracts create ripple effects in our communities. As workers organize, we create pressure on the non-union employers to increase wages and benefits as well. While OFNHP continues to improve members' earning power, we are simultaneously raising the community standard for the "not yet organized."

Joining together in union is the way we, as working people, can reverse the runaway inequality that enriches corporate billionaires at our expense. But the union difference isn't just about economics—it's about giving us a voice in the policies that shape our communities.

Take for example, the powerful Chicago Teachers strike this year, when tens of thousands of teachers took to the streets to win nurses and mental health counselors in every school, reduced class sizes, and even nap-time for young preschoolers.

Just like the #RedForEd fights in education, healthcare workers fight for the common good when we stand together for safe staffing and violence-free workplaces. As the fastest-growing healthcare union in the Northwest, OFNHP Patient Defenders are building the power and influence we need to lead the way on critical issues like these.

Together, 2020 will be a great year for our union and beyond. Here's to a happy and healthy new year!

STRENGTH IN OUR NUMBERS

A growing union is a strong union. In 2019, we added two new bargaining units to our ranks, earning the Oregon AFL-CIO's Tenacious Organizer award. Organizing increases our power at the bargaining table and our influence in Salem and Olympia.

Technical professionals at St. Charles Bend—the largest hospital in Central Oregon—voted to join OFNHP in September. It was a decisive victory, culminating months of coworker to coworker conversations about joining together in union.

The newly organized group of 160 workers includes technologists working in surgical services, imaging, and respiratory care, among other departments.



"WHEN HEALTHCARE WORKERS HAVE A VOICE, WE HAVE MORE POWER TO ADVOCATE FOR WHAT OUR PATIENTS AND OUR FAMILIES NEED."

OFNHP techs at St. Charles are now preparing to bargain with management to ensure the hospital can recruit and retain the best caregivers.

"I am organizing because I see a critical need for technologists to have a voice," said veteran ultrasound tech, Dee Dee Schumacher. "I want to ensure that Technologists following in my footsteps can stay as passionate and dedicated as I have been in my career. I look forward to working collaboratively with St. Charles to ensure this happens."

The new union members want to address several concerns in negotiations, including short-staffing,

scheduling problems, and keeping up with the skyrocketing cost of living in the Bend area.

"OFNHP is excited to welcome St. Charles caregivers to our movement for quality care and good jobs," said OFNHP President Adrienne Enghouse following the election. "When healthcare workers have a voice at work through our union, we have more power to advocate for what our patients and our families need."

The Center for Autism and Related Disorders (CARD), with 26 locations in the Northwest, claims to be the largest provider of autism services in the world. CARD workers are organizing with OFNHP to improve working conditions and address the alarming turnover rate at many clinics.

Therapists at the Portland-East clinic are currently bargaining their first contract.

You can support them by liking the CARD United Facebook page and sharing the survey for CARD families with your social network.





PEACEHEALTH MEMBERS WIN STRONG CONTRACTS

In November, caregivers at PeaceHealth Southwest Medical Center and clinics voted nearly unanimously to ratify strong new second contracts.

Unity was on full display at PeaceHealth Southwest this year. Union members demonstrated their support for bargaining by "rocking the red" and showing up to support the bargaining team at "Red the Halls" and "Red the Sidewalk" actions. OFNHP members even made the news in October by marching to the hospital administration building as a "Sea of Red."

In the face of many proposed takeaways, the tech and service bargaining teams were determined to move caregivers forward on the top priorities members identified in bargaining surveys: boosting wages and improving staffing and PTO.

"Both our bargaining committees were laser-focused on what the members wanted," said OFNHP president and chief negotiator Adrienne Enghouse.

"We were able to hold firm because every time we came to the bargaining table, we knew we carried with us the strength of 1200 tech and service workers at this hospital," said Service chair Jodi Atteberry.

The new contracts include strong raises, PTO improvements, and a new process for addressing staffing issues, but the most significant achievement was in building solidarity at the worksites.

"This year's bargaining efforts showed off the tremendous growth that the OFNHP units have achieved over the past two years," Tech chair Eric Quinn reflected. "I am so proud of the dedication our bargaining teams showed and the way that our members supported us by REDing up for actions in the field. We put management on notice with our collective power, and we will continue to fight for what is right for our patients and our community."

KP JOINT STAFFING UPDATE

During 2018 Kaiser bargaining, we successfully bargained a commitment from Kaiser to sit down with us to address staffing, department by department, through a Joint Staffing process.

Our new language guarantees an opportunity to review and create a staffing matrix, an expedited timeline with a more inclusive process, and plans must consider planned replacement (backfill).

The first round included Urgent Care and Sunnybrook ASC.

We are in the midst of the second round, which includes:

- KSMC - MSPCU
- KSMC - L&D and Mother-Baby
- Primary Care (East/Central)
- Ophthalmology
- Speech (Outpatient)
- KWMC OR
- Skyline ASC
- Dermatology

Through these initial rounds, we have learned some key lessons to make the process work better.

We know that the process works best when:

- There is good facilitation
- All participants are trained in Interest Based Problem Solving
- Everyone at the table has received good data that grounds the discussion in facts.

With those lessons in mind, we are working with Kaiser to strengthen the Joint Staffing process, and we have assigned union members on release time to work specifically with the Joint Staffing Committees.

We are meeting with management soon to identify which departments will be included in the third round. Stay tuned!

BUILDING PATIENT DEFENDER POWER

OFNHP's Political Education and Action Committee consists of rank and file members from different bargaining units in both Oregon and Washington.

Endorsing candidates, supporting ballot measures and making targeted, strategic campaign donations can be important tools for defending our members' rights in the workplace and in our communities.

This year we launched a non-partisan political action fund to elect pro-worker, pro-healthcare candidates who champion the issues we care about. It's how we can pool our resources to ensure OFNHP members have a strong voice in Salem and Olympia.

Our union does not spend our dues money on electoral politics. OFNHP's PEAC fund is 100% based on voluntary contributions by members like you.

It's easy to contribute via payroll deduction. Learn more at ofnhp.org/get-active.

If you're ready to take action for safe staffing, workplace safety, and healthcare for all, OFNHP's Political Education and Action Committee needs you!

The committee meets on the third Wednesday of the month from 6:00-8:00 pm at the Portland OFNHP office.

Email peac@ofnhp.org to get in touch with committee volunteers.

THE PEAC COMMITTEE MEETS EVERY 3RD WED AT 6P



PEAC DEBATE WATCH PARTY

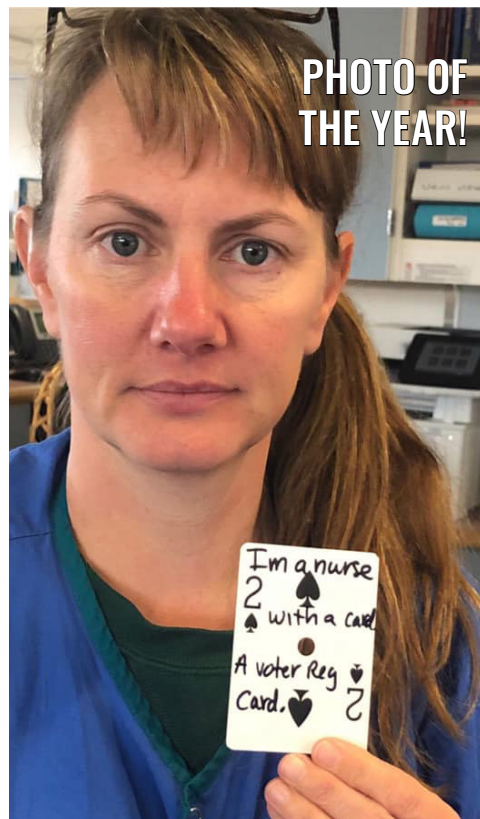


PHOTO OF THE YEAR!

"They probably play cards for a considerable part of the day."

Say what?! OFNHP members got creative responding to Washington state senator Maureen Walsh's remarks during legislative debate about the state's new breaks bill.



Photo credit: Don McIntosh

OFNHP members joined OR AFL-CIO convention delegates at a demonstration for equal pay at the Warrenton Fred Meyer.

together we have the power to improve our lives at work, protect
and transform our



Leadership Development Committee

2020 OFNHP STEWARDS SUMMIT

April 17-18, 2020
Hyatt Regency Hotel
Portland, Oregon

Explore a vision for the future: Hear from speakers about the challenges we face, but also the amazing opportunities before us!

Make connections: Connect with stewards from different worksites to build community and understanding of our common challenges and resources.

Build skills and confidence: Choose workshops that build your skills and your confidence, designed for new stewards and veteran activists from every area of our union.

Details will be announced in January 2020: Space is limited, so be ready to RSVP when details are announced!

KNOW YOUR RIGHTS: WEINGARTEN

The set of protections known as Weingarten Rights were created by a 1975 Supreme Court decision in the case of *NLRB v. J. Weingarten, Inc.* Weingarten rights protect union-represented workers during disciplinary interviews with management.

The Right to Union Representation

If you are called into an investigatory meeting and you have a reasonable belief that

it may lead to discipline or discharge, you have the right to request union representation. Management has no obligation to inform you of this right. The burden is on you to make a clear request for union representation before or at any time during the interview. You cannot be punished for requesting a steward.

The Right to Decline to Answer Questions.

You have the right to decline to answer

questions until your union representative arrives.

"I request to have my steward present at this meeting. Until my steward arrives, I choose not to participate in this meeting."

The Right to Know the Nature of the Complaint

You and your steward have the right to be informed of the subject matter of the investigation.

by the numbers

+ 73 The number of new stewards elected in 2019



55 The percentage increase in our steward network since the last union-wide steward elections in 2016.

OFFICER & DELEGATE ELECTIONS 2020

KEY ELECTION DATES

NOMINATIONS

NOMINATION NOTICES MAILED

The election committee will mail union members notice of nominations for union office on January 22, 2019.

JAN 22

DEADLINE FOR RECEIPT OF NOMINATION ACCEPTANCES

The election committee must receive the acceptance of nomination from each candidate by 3:00 pm on February 21, 2019.

FEB 21
3:00PM

VOTING PERIOD

BALLOTS MAILED

An election ballot will be mailed to the last known home address of each OFNHP member.

MAR 01

BALLOT RECEIPT DEADLINE

Ballots must be received by the OFNHP election committee at the PO Box indicated in your voting materials by 3:00pm on March 26, 2019.

MAR 26
3:00PM

ELECTION ENDS

VOTE COUNT

Ballots will be counted at the OFNHP Union Hall at 1500 NE Irving St, Suite 575, Portland, OR 97232.

MAR 26
5:45PM

RESULTS ANNOUNCED

The OFNHP Election Committee will announce the election results.

MAR 26
7:00PM

PLAY BY THE RULES FOR A FAIR ELECTION IN 2020

The OFNHP Election Committee reminds members that federal law regulates union officer elections.

- ✗ Do not campaign using ANY employer resources, such as email, printers, time, etc.
- ✗ Do not campaign using ANY union resources, such as bulletin boards, copiers, email, etc.
- ✗ Visit our Election Central page for more information on our rights and obligations: <http://ofnhp.org/election-central>



EVERY VOTE MATTERS!

EMAIL [SSHEETS@OFNHP.ORG](mailto:ssheets@ofnhp.org)
TO UPDATE
YOUR MAILING
ADDRESS.

**OREGON FEDERATION OF NURSES
& HEALTH PROFESSIONALS**

1500 NE Irving St, Suite 575
Portland, OR 97232



itsmyunion@ofnhp.org



facebook.com/ofnhp



@ofnhp



503.657.9974

FIGHTING FOR **WORKPLACE SAFETY**

Healthcare and social services workers experience 69% of reported workplace violence injuries, and we are nearly five times more likely to be assaulted at work than the rest of the labor force.

Fortunately, healthcare workers are one step closer to federal protection from workplace violence with the passage of the Violence Prevention for Health Care and Social Service Workers Act (H.R. 1309) in the U.S. House of Representatives on Nov. 21. The vote is a victory for AFT's nurses and health professionals who championed this legislation from the beginning.

The bill, introduced by Rep. Joe Courtney (D-Conn.), requires OSHA to develop an enforceable safety standard for frontline healthcare and social service workers. This standard will require hospitals and other facilities to develop and implement comprehensive violence prevention plans and provide whistleblower protections for nurses and other workers.



Earlier this year, OFNHP members attended AFT's Professional Issues Conference where they met with lawmakers in support of HR 1309. Thank you to Oregon's congressional delegation and to SW Washington's Representative Herrera Beutler for voting for the bill.

Violence should never be part of the job. Now that the house has passed the Workplace Violence Prevention Act, it is time for the Senate to do their part. Oregon Senators Merkley and Wyden and Washington Senator Patty Murray have signed on as co-sponsors.

Credit: AFT News