

Introduction:

Hi everyone. I'm Jodi Barschow, current OFNHP President for the last two years. Prior to that I was the RN Contract Specialist for two years and RN Vice Chairperson. I have been a RN for 25 years, 13 with KP. In KP I have worked in pediatrics, Family Medicine, Internal Medicine, Urgent Care, and call advice/Message Management. Prior to KP, I had worked as a nursing assistant, service industry, sales, and environmental services, and a variety of other roles that helped shape my work ethic, integrity, commitment to helping others.

1. Why should the membership elect you for OFNHP President?

I am the most qualified, experienced member who supports all our health care workers (HCWs) and will work with the board, committees, stewards and delegates, and general membership to prioritize recognition of all of our HCWs in our communities and beyond. I stand for ALL and I believe we are stronger together retaining our BUs so we can bargain leading contracts, learn from each other, leverage best practices from all BUs, improve wages and working conditions, and strengthen our community and political pathways. Last term I ran on a platform to increase transparency, democracy, and union power. I ran with a diversified group who support all HCWs. I worked with the entire board, led through the most challenging times our union has faced, restored our financial strength, and closed gaps in our structures and pathways that empower members and will continue to prioritize this. We have mostly returning board members and some new board members that are committed to staying focused on the work for our members. I believe we have a strong team that will prioritize working on:

- *Steward recruitment, education, and training*
- *Making sure our smaller BU have support and resources*
- *Improving our communications and structures so all BUs and HCWs are empowered*
- *Leading with policy improvements and strengthening our political pathways*
- *Strong campaign planning and collective bargaining to improve our standards and working conditions for all our HCWs*

Nurses comprise the largest sector of healthcare workers, however, I support ALL of our HCWs. On a global world-wide scale, nurses are "the face" and oftentimes get most of the media attention, and other HCWs are oftentimes erroneously referred to as nurses. My kids have incorrectly called anyone from an assistant to doctors to hygienists to lab workers as "nurses", it is embedded and engrained into society. I work on correcting that perception with my own family and friends and in the community. We need to all work on how this needs to be a labor movement, community, and world-wide change as we are not all

nurses, nor should we be. *Our patients and communities need us all* for the competencies, professional practices and standards, and certifications and licensures we hold. WE could not function in health care delivery if we did not have all of us. We are all the experts of our fields, nurses also couldn't do the work without all of the other HC professionals. *I will prioritize planning an "all HCW" campaign.* WE also need to correct everyone when they call us "OFN" or "the nurses". We are one OFNHP and all health care professionals.

We faced many challenges with COVID and then we were all bargaining our contracts across employers, there were many things that were repaired in the two years, now we need time to focus on some of the bigger issues that remain that pre-dated this administration and couldn't be solved in just two years. As we grow and take on more members, we need to make sure there is forward momentum, not backtracking, and a model of support for all BUs. *I plan on prioritizing our plan of action on how to lift the issues of all BUs to ensure they are supported. I plan on surveying the membership to determine the priorities of all of the BUs.* We are structured in a federated manner of our BUs, the larger BUs need support and our smaller, newest BUs need support as well.

I have led through some of the most challenging times our union and the labor movement has ever faced. Through COVID we faced many challenges and had to figure out very quickly new ways of doing the work, organizing, and mobilizing as most of our contracts in PeaceHealth, KP, and St. Charles were in bargaining simultaneously.

- *I led, directed, and helped with coordinating and planning the strike efforts for both St. Charles and KP, participated in national bargaining on economics and was Co-Chair for Staffing, Backfill, Traveler committee, and, simultaneously, helped to empower the Chief Negotiators who were bargaining local contracts, directed and led planning in building strong field plans, led ideas for strategies and tactics to achieve strong field plans, and secured resources and support for our campaigns that supported all of the tables. I also helped to build up the action teams and recruited for event turn out. Our member-led actions and team members are the fundamental basis for our organizing and bargaining power.*
- *I am a credible, professional health care leader who networked with our community labor leaders to get assistance for our campaigns during negotiations. I have a tremendous amount of respect for the frontline workers and strive to improve working conditions for all. I have the experience in this role, and being on the board for four years, am dedicated to what is needed to promote HCWs and advance standards for everyone. I worked with the board to reset our union towards success. Our union needed resuscitation and I helped create a conservative budget*

to take us from in the red to black and I take my commitment to this role and fiduciary responsibility very seriously.

- I have the most experience internally and with the external organizing components to oversee and direct the work but also to lift the voices from the frontline and empower others to facilitate reaching our Executive Board, Steward Delegates', and membership's defined vision, mission, objectives, and goals. I don't want to go backwards to an organization in trouble. Do you? I can't do it alone and no one should claim to. Many frontline members who I've spoken with have said they want to see us all working together. Not change. Work on the priorities set forth by our members and work on the priorities together over the next two years. I have taken the time to build a foundation, now it is time to strengthen and utilize our pathways like we have never before. We need all of us.*
- I am confident that I can lead the teams and lift the organization back to our root mission and vision. Shared voices, perspective, potential, and thinking as we work on our plans.*

- 2. What are you doing to ensure all bargaining unions/bargaining units within OFNHP are represented equally/fairly?** *Taking on this role two years ago, during the onset of COVID, required strong leadership and coordinating many facets of making sure all BUs are represented fairly and equally. Most of the last two years we were negotiating nearly all our contracts and the National Agreement. **Currently I am assessing getting back our teams back out in the field to support and represent our BUs. I am also working on populating the committees again to ensure there is a broad representation of board and general membership BU members who want to be on the committees which ensures fair representation. We are currently working on leadership development for all, building steward capacity for everyone, strengthening our training and education programs across BUs, and making improvements to our overarching policies and governance structures that will support equal and fair treatment.** We are also standing up our LM staffing committees in several BUs, racial justice strategy groups, workplace safety groups, and strengthening our communications pathways for all to improve our feedback loops and to lift the voices of all BUs. I am working with community leaders, and our leaders, to promote HCW policy to support all HC professionals.*

OFNHP is structured in a federated manner, the elected BU Chairs and Vice Chairs are empowered to lift the voices of the frontline, hold worksite meetings, and bring issues to the OFNHP board. They are all represented BU seats from all of our entities. The BU Chairs and Vice Chairs from all of OFNHP promote policies enacted by the board, and assist with organizing plans for the BUs. I am leading campaign planning and assisting with setting benchmarks over the next

several months and including long-term planning over the course of the next two years and beyond to ensure all BUs are fairly and equitably represented.

3. How do you plan to represent OFNHP when meeting with the employer(s)? *I plan on representing as a whole, for all HCWs, we have different employers, but we are one OFNHP and a part of a larger support through our Alliance, the AFT, and the AFL-CIO. We are all stronger together. We, as HCWs, are all experts in our field and in our professional capacity. I will lead and help plan, and I will also bring in the stakeholders that are the voices of the HCWs in the BUs who perform the direct work of that unit. I am professional, polite, but firm and direct where needed. **We stand stronger together and that is really our true power.***

4. How will you represent OFNHP to the public? *I represent as a professional HCW who is advocating for improvements to all of our working conditions. I will speak with the voice from our frontline members. I have taken an oath to further our interests and aims and to promote our participation in health care programs, promote passage of just laws, and fight all forms of bias. I believe that we all are the face of OFNHP and so oftentimes, I will promote having someone from the frontline with me so that I alone am not the sole face of OFNHP. I believe in equal and fair representation of OFNHP. I am respectful in the face of adversity. I am calm, confident, and with my decades of experience in health care, am **working on making sure we have timely public-facing position statements, timely communication, and a professional social media presence.** I will not participate in the public admonishment and false information, cyberbullying of others, or participate in the negative exchanges that are causing division within our union and weakening our labor solidarity and unity.*

5. What responsibilities will you delegate and which one's will you do yourself? *Next steps will be to figure out the work ahead and what to delegate to the new Vice President and others as we move forward together. We have some new incoming board members and some who have shifted roles on the board. I am excited that several of them have the desire to help with the steward education and training programs. I think improving our courses and communications there will be essential and will prioritize this work. This will also ensure improvements on the steward councils and representation there if the work is delegated and assigned. Many things fell through the cracks with COVID and we all had good intentions, but this is crucial to get this support in place. I will delegate certain responsibilities to others to help facilitate steward trainings in all of our BUs. I would also support some release time for the VP role to help with some of the other duties. This role has many aspects that upon review, will need assistance moving forward so that I can be in the field and in the communities helping to build campaign planning based on our vision and objectives. **I will support release time to support contract negotiations, building campaigns, and building and continuing the work of the member action teams.***

- *I am on two executive boards, well over ten committees, and in numerous other meetings. Some of those meetings will be delegated to the incoming VP and Officers as planned. I am also the direct supervisor to our admin and staff and*

coordinate and plan with them, some of these duties cannot be delegated but I also will work with the staff director and staff to help build strong organizing plans. They have many great ideas and will be excited to see what comes next over the next two years with all of their input and support.

- I am also assigned duties that are inherent to this role and in executive level meetings, participate with the AFT meetings, president meetings, connect with AFL-CIO, work with our health care divisions, leadership councils, delegates, political coordinators. I also have admin specific duties such as the meeting plannings, training, development, coordinate release timers, mentoring, check ins, rounding, internal and external planning and direction of work. I also work on a wide array of individual and other BU issues, impact bargaining, bargaining planning, and other work as it arises that is escalated or needs escalating. Some of the duties can be delegated, however, this role does require many hours and dedicated time as the only full release time role. Others have full time jobs in their elected positions, so I would plan on release time or working with the entire board to see how best to support the work.*
- I would also survey the membership to see what their priorities would be for me in this role and will hold a general membership meeting so we can set forth the priorities of the membership. I will do a re-evaluation after that takes place to see what is needed to support our union.*

6. How will you work with the Executive Board to help meet/achieve

OFNHP/organizational goals? *Per the constitution, the BUs will need to start having the worksite meetings again, rounding in the field when safe, working with the staff and others to build strong organizing plans. The new board has met, we will be working on our steward growth and capacity building, we will be meeting again in June to plan our fiscal year budget and align with our Steward Delegates Assembly (SDA) and goals to support our objectives for internal and external growth. I will support the Executive Board and will help plan for what is brought forward to the board as a whole for voting or resolving issues. The President does not vote, however, I can make recommendations to the Chairs/Vice Chairs and weigh in on discussion. We need to prioritize the work of the BUs and frontline members. We also need to stay on track with our spending and make wise decisions around the budget and utilize our member dues in a responsible way.*

7. What are OFNHP's mission and goals?

“Through our union, we can achieve together what we can't do alone—better wages, affordable health care, a secure retirement, and safer workplaces. We have the power to improve our lives at work, protect our patients, and lift up our community.”

I plan to unify OFNHP by focusing on the mission and work we were elected to do.

Mission

Who do we represent?

What do we value?

We are to help others. Goals and operating objectives flow from that member vision.

What are the underlying issues? Assess our situation. Our smaller BUs are saying they are not being heard, supported, or overshadowed by the larger BUs. Our BUs are all saying they want to be supported and heard.

We couldn't solve all the problems in two years. Especially with all that we had to face. Why is this important? What does this mean? Does the plan include everyone or just a few? WE built a solid foundation. I think we are getting closer to the problem. Now we have to focus on how we make decisions as a group. Utilizing our committees and making sure they are populated by a variety of member leaders. Not in a silo, democratic focus, member empowerment, with member-driven goals determined. Always a team effort.

- *Value creativity*
- *Keep an open mind*
- *Value a host of ideas and styles*
- *Thread the connections, networking*
- *Share ideas*
- *Close the gaps-how do we work together to close the gaps*
- *Conflict: Deal with negativity by observing, listening, without reacting or judgement*

One thing I've learned is not everyone will be completely fulfilled in the processes and outcomes, but we have committed to work on overarching themes with staffing, training, and development. I also want to work on the following stemming from our retreats:

+Collective Bargaining- Work on deliverables and strategy groups, implementing language from KP, PH, Bend, and MCMC bargaining.

+Steward Recruitment, education, training- Set aside time to round, reconnect to people and know their needs, develop stewards, member-member mentoring

+Political pathways and community connections-Saw many process gaps, improve functioning of the pathways that are there, grow members in the committees, connecting committee work

+Structures- Improved policies, support Steward Delegates Assembly, constitutional duties, mentoring, and training in leadership and board roles

I am proud of what we have achieved. We have a strong member-led vision that supports our mission and goals. We are working on some sort of recovery with COVID hopefully winding down, that said, we know that preparedness and planning is never-ending. We are facing moral injury, workplace violence, loss, and always, staffing issues. People are leaving their chosen profession that they love, and we need to fight for them.

- 8. How will you support the Steward Delegate Assembly to help make more decisions for our union?** *The steward delegates are the legislative power of our organization. We are working on recruiting more members from the work locations and working on re-orienting to lift of the language from the constitution. I am the presiding officer of the meetings, that said, there is an agenda planning team that helps create the agenda and works on old and new business to move the priorities of the stewards and membership. The group should be meeting regularly and with stewards, hold regular meetings and discussing and prioritizing the work from the membership. We will be meeting to review and approve the budget and will be working on committee reports and how to improve the connecting points with leadership development, social justice, communication, PEAC, social, building solidarity, and working on policy and structure. If the group is looking at constitutional changes, we will need to review and plan for next steps.*
- 9. I would like to know what each of you are planning on doing for PeaceHealth here in Lane County as well as St. Charles in Bend?** *I plan on rounding more and being present, with that said, I would like to hear what others want me to be doing to support them. We also need our experienced members and stewards to attend worksite meetings and steward councils. We all learn best practices from each other. We all have great ideas and are creative. We all have different strengths and perspectives to bring forward. I want to plan with the Officers and others to increase rounding at the sites. I want to survey the members to see what is needed and make a plan with all of the BUs to hear what support is needed. I am also working with others to support steward education, training, and working with the communications teams to identify leaders who will help lift the voices of the units.*
- 10. If you are elected President, are you going to separate the roughly 2000 Peacehealth members from OFNHP?** *I believe we are stronger together. We have BUs that have been around for decades, some on their second and third contracts, and we all learn from each other. We have grown and over the last numerous years, pre-dating this administration, we are learning what we need to support our growth and part of that is building capacity and developing more leaders. We need to hear from others. I don't plan to separate from PH members, that said, as said in the townhall, if there are a group of PH members who are working on plans to separate from OFNHP, then I will need to support in some way, having facilitated conversations, or whatever is needed. If that were to happen, then it would be a major transformation for all of OFNHP and that would need to be considered as a whole. We would not be the "same" OFNHP.*
- 11. How did you feel about the initial results of the election? What would you say is your strongest attribute? What would be your weakest attribute?** *I wish there would*

have been more voter turnout. I was not surprised in the voter turnout based on prior years (before the last election). Last election, as I recall, we had over 1300 members voting. That was a big turnout for us. Usually, it seemed we had around 10% or so. I figured we would have close to 800 voters and it was close to that. I could feel a palpable difference with the engagement in voting. I wasn't surprised based on everything our union and membership has gone through.

My strongest attributes are attention to detail, empowering others, listening to others, and being a professional, credible leader who leads with integrity. I don't lead by ego and I'm not afraid to admit when wrong or afraid to face challenges. We all have different worldviews and perspectives and, with that, sometimes there are conflicts that arise. I don't quit. I have a strong work ethic and don't wax and wane on participation.

Weaknesses are public speaking, I'm working on growth in that area. I am also one who empowers others and not leading by ego, I like to talk less and listen more so I think others don't see or hear about the things I've led or directed that have helped to achieve significant wins or make major improvements in our union.

12.Both Candidates: What do you feel the role and responsibility is of the OFNHP President and to who? (Bargaining Units? which ones?. Executive Board?) *I feel like in the capacity of this role and my responsibility and accountability is to the general membership, the Executive Board and all of the BUs and all HCWs represented. WE are all leaders of our profession and I am responsible for lifting the voices and ensuring representation as a whole across the BUs. I am also accountable for professional and effective representation with our community leaders, the AFT, the Alliance, the AFL-CIO and others in our labor movement.*

13.Current President:

Did you attend the bargaining sessions for each of the OFNHP Bargaining Units? What did learn and what did you contribute? *PH, St. Charles, KP were all bargaining simultaneously throughout most of 2021. There were multiple tables going with multiple meetings over several months and nearly a year. The BU Chairs were the Chief Negotiators at the tables with staff supporting or leading as well for the negotiations. I attended some of the prep sessions, some of the bargaining sessions. I wasn't leading the tables or a part of the elected "bargaining teams". They all bargained their contracts. I was simultaneously in numerous other meetings, representation meetings, planning meetings, logistics planning, and on national negotiations and sub-committees. I helped to lead and direct the field campaign planning with members and staff to support the tables. I facilitated community participation, helped build field plans and action teams and structures, and leveraged our connections with others in our labor community. I also utilized and secured resources to support. I learned that we need a solid structure of support and communication pathway. We need to have a task force pre-bargaining.*

14.It feels like there is a lot of focus and attention paid to Kaiser and PeaceHealth Southwest, yet our facility at RiverBend is a major trauma center and serves the region from Roseburg, to Coosbay, to the east of us, and north to Albany. Our administration has been behaving like they do not care to promote employee retention, rather fill a seat with any skill level or traveler. We have to fight to keep them to their word on contract negotiations, fight for market value wages while giving up workplace safety and morale. Our hospital is a tech union, and tech issues seem to be forgotten. -All of

our BUs are essential and we are all working on overarching staffing issues, employee retention, fighting back on agency and outsourcing, and enforcement of our CBAs. We are working on market wage improvements, workplace safety, and lifting morale. Our employers need us. We are the competent workforce closest to the patients. Our tech issues should not be forgotten. Our “tech union” is also something we need to correct since we are all OFNHP and represent a variety of health care professionals.

15. Hello, I helped organize in Bend, since we unionized we've heard crickets from the union. I feel like we were used and then after 2 years left to fin for ourselves. Jodi you were very supportive in the process and I admire your dedication, but what will both of you do to keep us from feeling forgotten? *Hello and thank you for the work you have done to unionize and build up your workplace standards. We are all “the union”, we are working on recruitment and training of stewards to help with contract enforcement, bargaining, and representation. I'm working with staff and others on building capacity there and planning mentoring from our experienced members to build steward strength.*

16. I understand ONFHP has recently created a Personal Committee? What is the role of that committee?

Has this occurred? This is not a new committee. We have a personnel committee comprised of board members. The committee duties are outlined in our Constitution and Bylaws. See Bylaws Article 3 Section 4.

17. What is the plan to fill the three open eboard vacancies? *Per our Constitution, Article 7 Section 13 “With the exception of the President, or in case of a recall, the Executive Board will have the power to fill vacancies in its membership until the next general election of officers”. We have vacancies for a variety of reasons historically, some step down, some are just joining or need a vacancy filled as we are growing.*

18. Can you please go on the record how you will get out and meet your members at ALL facilities throughout the year? *We have numerous facilities region-wide across OR and WA. I plan on rounding sites and engaging through worksite meetings, planned events and social activities, and at campaign events. I plan on meeting more members through new employee orientations, worksite meetings, and through steward councils and meetings of the general membership.*

19. How do you see how you will engage with members? What are your plans for people to want to follow you? *We have a board and steward delegates planned vision and objectives that we lift up our goals for the organization. My plans for people to follow me specifically, would entail engaging more with the members on the initiatives, working more on communications and being visible at worksites. Leadership is not just about following one individual, as in a figure head role, it is about engaging with members through the capacity of this role and representing what members want us to be working on.*

20. I am hearing rumors of making the Vice President a paid position? Is this something you would support and if so what would be their role and how would it be funded in a time when OFNHP is losing members and dues? *If the OFNHP members want to make the elected VP a full-time release paid position, then the board would need to vote and approve with potential review of salary and a review of duties. There could also be Constitutional changes needed if that occurs. Additionally, being fiscally responsible is essential, as this shouldn't compromise the ability for our other member leaders to be on release time or have enough for other wages and benefits. We would need to look at the*

trends of dues and revenue and track the membership loss. We would have to carefully evaluate what the elected President would be tasked with and what the VP assigned duties would be. The membership would need to support those potential changes as well as having two full time members on paid release time coming from dues revenue.

21. Our union has become more politically active in recent years understanding the connection that both unions and healthcare have to the political climate. Can you each share one or two political priorities you think the union should support? *Staffing, HCW retention and recruitment, reducing loan debt or eliminating debt for those who have served our communities as HCWs. I think we will need to support candidates and others who support safe staffing standards. We are seeing a constant erosion of our safety and rights to workplace safety and safe environments. We are also seeing an erosion of Just Culture. This recent decision to criminalize errors will be disastrous to our HCWs and our professions. We will be battling staffing for the rest of our careers. I support actions and political platforms that advocate for safety, Keeping bargaining unit work and strong unions. I also support working families issues and increasing wages, benefits, and access to healthcare for all.*