

# OFNHP Contract Campaign 2015



Building a healthy future for union members at KP  
AND  
Building a stronger OFNHP

# National Bargaining Survey Results

## WORKFORCE/JOBS OF THE FUTURE

OFNHP Responses = 1373 (39% of total membership)

Issue	Extremely Important	Very Important	Somewhat Important	Not As Important	Don't Know/ No Answer
Prepare for Rapid Changes in Healthcare Delivery, Service And Technology in Full Partnership With Unions	<b>432</b> <b>31.5%</b>	<b>627</b> <b>45.7%</b>	<b>256</b> <b>18.6%</b>	<b>21</b> <b>1.5%</b>	<b>37</b> <b>2.7%</b>
Improve Access to Education And Training Necessary For New and Changing Jobs	<b>491</b> <b>35.8%</b>	<b>570</b> <b>41.5%</b>	<b>244</b> <b>17.8%</b>	<b>36</b> <b>2.6%</b>	<b>32</b> <b>2.3%</b>
Ensure that New Jobs, And Established Jobs, Are Fully-Benefited, And Full-Time for Those Who Want them	<b>593</b> <b>43.2%</b>	<b>545</b> <b>39.7%</b>	<b>164</b> <b>11.9%</b>	<b>30</b> <b>2.2%</b>	<b>41</b> <b>3.0%</b>

# National Bargaining Survey Results

## TOTAL HEALTH

OFNHP Responses = 1373 (39% of total membership)

Issue	Extremely Important	Very Important	Somewhat Important	Not As Important	Don't Know/ No Answer
Improve Incentives For Employee Wellness And Engagement In A Culture of Health	<b>314</b> <b>22.9%</b>	<b>575</b> <b>41.9%</b>	<b>360</b> <b>26.2%</b>	<b>95</b> <b>6.9%</b>	<b>29</b> <b>2.1%</b>
Include Workplace Safety, Stress Reduction, And Emotional And Financial Well-Being In Employee Wellness Programs and Initiatives	<b>469</b> <b>34.2%</b>	<b>523</b> <b>38.1%</b>	<b>294</b> <b>21.4%</b>	<b>51</b> <b>3.7%</b>	<b>36</b> <b>2.6%</b>

# National Bargaining Survey Results

## HEALTH/RETIREMENT/OTHER BENEFITS

OFNHP Responses = 1373 (39% of total membership)

Issue	Extremely Important	Very Important	Somewhat Important	Not As Important	Don't Know/ No Answer
Across the Board Wages	<b>577</b> <b>42.0%</b>	<b>451</b> <b>32.8%</b>	<b>252</b> <b>18.4%</b>	<b>56</b> <b>4.1%</b>	<b>37</b> <b>2.7%</b>
<u>Retirement Benefits</u> That Attract and Keep Experienced, Committed Staff To Serve our KP Members and Patients	<b>1003</b> <b>73.1%</b>	<b>280</b> <b>20.4%</b>	<b>50</b> <b>3.6%</b>	<b>8</b> <b>0.6%</b>	<b>32</b> <b>2.3%</b>
<u>Health Benefits</u> That Attract and Keep Experience, Committed Staff to Serve our KP Members and Patients	<b>985</b> <b>71.7%</b>	<b>325</b> <b>23.7%</b>	<b>32</b> <b>2.3%</b>	<b>5</b> <b>0.4%</b>	<b>26</b> <b>1.9%</b>

# National Bargaining Survey Results

## PARTNERSHIP

OFNHP Responses = 1373 (39% of total membership)

Issue	Extremely Important	Very Important	Somewhat Important	Not As Important	Don't Know/ No Answer
Ensure that Unit-Based Teams Are Accountable to Labor and Management for Meeting the Promise of Empowering Frontline Workers	<b>318</b> <b>23.2%</b>	<b>656</b> <b>47.8%</b>	<b>311</b> <b>22.7%</b>	<b>47</b> <b>3.4%</b>	<b>41</b> <b>3.0%</b>
Create and Support Structures that Ensure KP Works With Unions At Every Level of Operations	<b>559</b> <b>40.7%</b>	<b>585</b> <b>42.6%</b>	<b>176</b> <b>12.8%</b>	<b>18</b> <b>1.3%</b>	<b>35</b> <b>2.5%</b>

# What is at Stake in 2015?

## For National Bargaining



**EXAMPLE:** Kaiser announced that it is eliminating Retiree Medical Benefits for all non-represented management employees, effective 2017...

***What does PREPARING mean for us?***

**We will be ready to engage our members to prevent that from happening to us.**

If not, we risk losing valuable benefits...

# What is at Stake in 2015?

## For OFNHP and the Northwest Region

**LOCAL STANDARDS:** We are surrounded by competitors with lower wage and benefit standards, if we don't build strength, there is no doubt that Kaiser will attempt to impose those standards on us as well.

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**LOCAL BARGAINING:** By June, we can be in a position to be ready for local bargaining.

- > All bargaining units prepared to sit at the table as one to demand a strong agreement.
- > A list of demands and the member support behind them that will make Kaiser think twice about opening up the local agreement.
- > An opportunity to modernize a collective bargaining agreement that hasn't been updated in 10 years.

# What is at Stake in 2015?

For OFNHP and the Northwest Region

**But what if we don't go to Local Bargaining?**



Our preparation will still pay off

- 1) We will have built a stronger network of leaders to engage our members to win in the future
- 2) We will have done the ground work for launching campaigns to fix the problems