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OFNHP Professional bargaining team Counter – Team Leads

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Amendments:

OFNHP proposes amending Article 2 to clarify the role, selection, training and retention of Team Leads. This proposal opens Art. 2 – Definitions. The union reserves the right to propose additional change to such article and sections to address further interests.

A. Team Lead Differential - \$2.05

B. Either party may request a review of adding or removing team lead positions at any time after one year from ratification and both parties will participate in good faith using interest-based problem-solving processes.

C. Role of Team Leads

A Team Lead receives a differential for taking on team leadership responsibilities in an assigned workgroup. The Team Lead responsibilities include:

- Lead and facilitate workflow of the unit
- Problem solving and assisting in resolution of member care issues.
- Assist with staffing and scheduling issues within approved team staffing rules.
- Participates in staff training and orientation, mentoring and coaching up to but not including corrective actions.
- ~~Provides input upon request for personnel evaluations.~~
- Participates in evaluation of team performance in meeting member needs.
- Existing arrangements in place at the time of this agreement and other duties as agreed upon by the workgroup.
- Leads shall not be assigned to ~~stakehold for~~ **represent** the workgroup by management, but may be **unless** elected to do so by the workgroup/union.

The employer and the union support the creation and maintenance of administrative structures that promote quality patient care by increasing the efficiency of work groups and supporting a positive and constructive relationship between team leads and bargaining unit members. We recognize that this may require new roles for team leads and supervisors and new accountabilities for union members as they OFNHP Professional Unit 2021-5 develop new and different relationships while acting on the values of the Labor

Management Partnership and carrying the responsibilities required of them by this agreement. We understand that these types of changes are already underway in some departments and should be sustained and supported.

Therefore, we agree that:

1. Existing arrangements regarding the number and role of team leads as they currently stand should continue until such time as the parties are able to use the experience gained to review and evaluate the effectiveness and nature of the team leader positions. Either party may request a review at any time after one year from ratification and both parties will participate in good faith using interest-based problem-solving processes.
2. Such a review may include:
 - The numbers and locations of team leads
 - Their role and activities

B. C. Selection of Team Lead.

A Process for team lead selection and de-selection will be adopted by the parties when there is a determination to continue or establish the role of Team Lead. In the case of the employers' involvement in the selection of a Team Lead, and the Team Leads' role includes the integration into the departments' management and decision making structure, the employees will maintain the option of selecting an employee representative for integration into the same management and decision making structures.

1 Due to the nature of the lead position and the corresponding leadership responsibilities, lead positions will be filled on the basis of: performance, experience, qualifications, and leadership potential. **previous work experience; potential leadership abilities; education and credentials; and seniority if qualifications are approximately equal.**

2 Interview Team

Management and the Union shall review applications and collaboratively select candidates to interview. Discretion may be used to alter team composition based on unit size while maintaining equal composition of Labor and Management.

3 Interviews

The Interview Team will conduct interviews and make the hiring decision by consensus. Hiring decisions will be made using the following guidelines to assist in the selection:

- a. Previous work experience;
- b. Potential leadership abilities
- c. Education and credentials.
- d. Seniority.

4. The Interview panel **Team** will select a candidate to move on to a vote by the team **workgroup**.

5. The workgroup will then vote on whether to offer the candidate the **Lead role**.

6. If no consensus is reached **In the absence of a majority vote by the workgroup**, the team lead may be selected by a majority vote of the Interview Team **where** management and Labor shall have an equal number of votes.

7. If a majority vote cannot be reached, then **one, or more, of the following can be implemented by a majority vote of the Interview Team:**

- a. The selection process may be repeated
- a. The role may be placed on hold until agreed upon qualifications, training or coaching are completed
- b. The selected candidate may be temporarily assigned as lead for a probationary period of 90 days :

If the former lead is asked to onboard and train the new lead, they will continue to receive the lead differential until onboarding is completed.

D. Stepping down

If a situation arises in which the Team Lead wishes to either step down or is removed or is asked to step down from the lead position, the employee shall have the option to remain in their current coding and location; or select an alternative vacant position coding and/or location by mutual agreement.

Reselection of a Team Lead may be initiated through a majority vote of the workgroup.

An employee leaving a lead position will have the lead differential removed from their pay and remain at the same step and experience in the wage scale.

