

Why should the membership elect you for OFNHP President?

The membership should elect me as our OFNHP President because we deserve better leadership than we currently have. I'm asking for your vote in this election because I have a resolute passion for promoting and improving our Union. More importantly, I possess the skill(s) and experience necessary to be successful as President. But, not just successful, formative. I have a clearly defined two-year plan, an intent to enhance solidarity by building a collaborative and inclusive Union culture, and a mission to focus on and accomplish the goals as outlined in our strategic plan.

Over at least the past three years, OFNHP has been under constant internal stressors. We've witnessed an incessant turn-over of staff, lack of adequate representation for many members, a failure to build upon successes, and a toxic political climate which has disengaged members and discouraged member-driven leadership. We can easily change the culture and trajectory OFNHP is taking if (and only if) we work together as a team. I intend to place mutual cooperation and integrity at the forefront of my leadership and fight incessantly to revive OFNHP as the best healthcare Union in Oregon and SW WA.

What are you doing to ensure all bargaining unions/bargaining units within OFNHP are represented equally/fairly?

I believe this is mostly directed to the current President. However, I'll state what I intend to do. First, I'll give everyone an equal footing. Some bargaining units by nature are very large. So, fundamentally they'll need more resources and support by nature to ensure their contract enforcement and deliverables are honored in alignment with the dues and macroscopic contribution their membership provides.

Yet, equal representation does not equate to equal financial or personnel resources. It equates to their individual bargaining unit needs and assessment. The bargaining units in OFNHP have a significantly variable degree of experience and member resources to support them. So, allocating resources effectively and equitably requires an in-depth assessment of each bargaining unit's ability to self-sustain and draw from institutional knowledge.

I intend to evaluate the most concerning and pressing issues facing OFNHP members and appropriate resources as needed to tackle the most systemic and invasive obstacles to each bargaining unit's success. Then, after a detailed internal analysis of our resources at hand, distribute support as needed and where it's needed the most.

Deliverables from 2021 Kaiser bargaining will be at the forefront of OFNHP organizational objectives for at least the next 6 months. Just the same, steward

development at PeaceHealth and St. Charles will be equally vital to the supplementation of their bargaining unit interests.

Basically, I will ensure all bargaining units are represented equitably by ensuring every member's basic rights and all fiduciary representation is assured whilst also evaluating needs and primary organizational goals to resolve the most pressing issue at hand first. I will rely on bargaining unit Chairs and leaders to supplement the feedback of information as quickly and efficiently as possible. So, change of direction takes places in real-time. When it's prudent to do so.

How do you plan to represent OFNHP when meeting with the employer(s)?

I plan to represent OFNHP as a force to be reckoned with. As a Union that does not collaborate with nor condone ideas which only benefit the Employers best interest. OFNHP will be a Union presented as PATIENT DEFENDERS. An organization that realizes the best and only way of ensuring the highest quality of patient care is by also ensuring our membership is represented with only their best interest(s) in mind.

I will represent OFNHP as a Union of highly dedicated, educated, and compassionate collective of healthcare provides who deserve nothing but the best. An organization willing to fight for every member because each and every member matters, just like each and every patient.

How will you represent OFNHP to the public?

OFNHP will be represented as an innovative, collaborative, and member-driven Union focused on the primary issues at hand in healthcare: safe staffing, providing superior patient care, with a distinguishable passion for the advancement of our collective interests...with both the caregiver and patient in mind. We will be at the forefront of healthcare Unions in Oregon and SW WA.

If you are elected President, are you going to separate the roughly 2000 PeaceHealth members from OFNHP?

Absolutely not. It's unfortunate so many OFNHP members feel so disenfranchised from their Union that these sentiments are felt at all. WE ARE STRONGER TOGETHER! I intend to work closely with PeaceHealth member leaders to identify the root cause(s) of their frustration(s) and offer the respect and resources necessary to resolve them without sacrificing our promise to represent every member equally and fairly.

To start, building a strong and supported steward base will be essential to ensuring PeaceHealth bargaining in 2023 is successful. Introducing them to more experienced stewards throughout OFNHP and various labor partnership principles utilized elsewhere will aid them in developing a holistic perspective of OFNHP.

We cannot afford as a Union, much less the labor movement as a whole, to segregate and reclassify the battles of others as their own. We will work together. PeaceHealth will be heard and supported. One Union, One Fight. All will be treated equally and understood with empathy and respect.

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?

Of course, I was excited I did well in the first election. It was nice knowing my hard work (up until that point) had paid off. Members clearly recognized a need for change in our Union leadership with 68% of voters selecting an alternative. However, I also felt concerned turn-out was as low as it was. Of the 5,500 members in OFNHP, only a small percentage participated in our electoral process. That's concerning in any member-driven democratic Union. Members should be excited to participate! I certainly hope more members chose to vote in this run-off. So, as many voices are heard as possible!

Strongest Attribute: I'm an empathetic person with a substantial amount of drive when I want to accomplish something. I can easily relate to other people's concerns, frustrations, and plight. While having strong determination to be the very best I can to solve the issue(s) in front of me.

Weakest Attribute: I have a difficult time delegating tasks aka trusting someone else to do things the way I want them (or think) they should be done. I generally prefer to do things myself. Likewise, I can burn myself out. As President, I will have many things I'll be responsible for, and with limited time, will need to be able to delegate appropriately. This tendency is an obstacle to my success and I'm actively working to improve.

Both Candidates: What do you feel the role and responsibility is of the OFNHP President and to who? (Bargaining Units? which ones? Executive Board?)

The official role and responsibility of the OFNHP President is to ensure the orderly and effective functioning of our Union. To be the presiding officer of all meetings of the membership, Steward Assembly, and Executive Board, etc. In addition, to work with members leaders to develop and implement our collective vision in a timely manner. Moreover, to always represent the labor movement and OFNHP in a positive and contributive manner.

Essentially, to develop our Union into the best organization it can possibly be. To do that, requires enhanced mentorship and training opportunities for our staff and most importantly the membership. To instill solidarity, respect, and integrity into our culture. Also, to professionally represent our membership in any formal and/or political forum which presents itself and ensure every member is represented and treated fairly.

There are too many roles and responsibilities to name them all here. But either way, the President of OFNHP is responsible to every member equally and without prejudice. Every member is an essential resource and contributor to our collective cause. They all therefore command and equal amount of respect and representation from our Union.

Current President:

Did you attend the bargaining sessions for each of the OFNHP Bargaining Units? What did learn and what did you contribute?

Jodi Barschow to answer.

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 fend 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?

The first step towards ensuring bargaining units are supported is ensuring we have the staffing in place to provide and supplement needs as required. Young bargaining units need the experience and dedication staff provide to offer a blueprint for success. The members are the backbone of OFNHP. However, in the earliest stages of development they require the expertise of staff and experienced unionist.

As President, I will cultivate personal relationships with member leaders in your bargaining unit and identify your most pressing needs. As such, I will work tirelessly to ensure appropriate representation and support takes place. This will be accomplished by pairing experienced stewards and activist with your latest contractual concerns and identifying contractual violations as they take place. In doing so, more bargaining unit members will be empowered to act knowing their Union has their back. Once a culture of inclusivity and resolve takes hold, the possibilities are endless.

I understand ONFHP has recently created a Personal Committee? What is the role of that committee? Has this occurred?

Yes, the Personnel Committee has been a constitutionally governed committee for at least the past four years. The committee is populated by Executive Board members only, due to the confidential and sensitive nature of its work. The purpose of the Personnel Committee is to help the President in creating and reviewing job descriptions, reviewing resumes, setting reasonable wages and benefits, and interviewing for staff positions. It also makes hiring recommendations to the President.

What is the plan to fill the three open EBoard vacancies?

I believe there are currently 4 vacant EBoard seats. The KP Tech Chair, RDH Chair, St. Charles Chair, and the PeaceHealth Service & Maintenance Vice Chair.

It is important for the proper function and purpose of the EBoard that each seat be represented as much as possible. Staff can NOT be involved in the recruiting and/or recommending of anyone who should fill a vacant seat. I cannot emphasize that enough. The EBoard is a vital component of our Union's governance and political structure. Therefore, as a political wheel, the EBoard nor any member (including myself) can collaborate with or consult staff to help fill vacant seats.

Filling vacant seats will require a search conducted by Executive officers along with other member leaders to identify and recruit strong and ethical leaders to join the Board. The assessment will be based on the willingness of each member to dedicate the time needed to fulfill their obligations on the Board, their leadership ability, and belief in the labor movement.

Can you please go on the record how you will get out and meet your members at ALL facilities throughout the year?

I plan to work a hybrid schedule working in the Tigard office 3 days a week or so and the Vancouver office at least 1 day each week. I intend to travel to each major medical facility OFNHP has represented members in once a month (at least). Which includes St. Charles, PSH, the Kaiser offices in Salem, Longview, Salmon Creek, KWMC, KSMC, Interstate, Airport Way, Mid-Columbia, etc.

Also, I intend to be at every steward meeting and bargaining table (as much as I'm wanted) and available. Moral support and solidarity are essential in such circumstances. Members need to always know the President cares about their fight(s) for individual and collective agency.

How do you see how you will engage with members? What are your plans for people to want to follow you?

I will engage with members by demonstrating wins and supplement their potential via networking based on their own personal strengths, experiences, and knowledge. I want to significantly improve collaboration between the membership. Especially between members used to working in partnership-style labor structure(s) and those who work for Employers entrenched in a theoretically more “traditional” method of labor relations. We need to teach members how things are done at and within all represented networks so we can all better brainstorm and implement new and innovative contract enforcement methodologies.

As members become increasingly aware of the struggles their fellow brothers and sisters face while also learning and contributing to the fights of others. We’ll develop a better understanding of each other and will solidify into a stronger collective force. Instead of a patchwork of bargaining units within various Employers who have a similar narrative. We’ll feel emboldened and empowered to help anyone, anywhere, at any time because we know others are looking out for our interests just the same.

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?

I do not support the VP becoming a paid position. We don’t need more of our finite resources being spent on a second Executive officer being on full-time release. Instead, those funds would be better spent on the membership by funding release time, professional development, educational seminars, and conferences, etc.

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?

My primary political objective is legislating safe staffing and cultivating a non-retaliatory environment in which healthcare providers can practice without fear of criminal prosecution. The recent RaDonda Vaught case has brought into public discourse the substantial concerns many members have of retaliation and the legal consequences they may face as a result of the consistent lack of Employer accountability for the staffing crisis we’re in. Criminalizing medical mistakes helps nobody, neither healthcare providers nor patients. It will disincentivize the admission of systemic failures in protocol and policy. As well as unjustly place members in the cross hairs when the true deficiencies lay with our Employers unwillingness to recognize the consequences of their reckless desire to save

money instead of providing every resource available to members to provide the best care possible.