

ONA/OFNHP Union Joint Membership at Providence Milwaukie

FAQ

What does “Joint Membership” Mean?

Joint Membership means that nurses at Providence Milwaukie will be members of both ONA and OFNHP.

Practically speaking, the most significant impact of Joint Membership means that ONA will immediately assume the responsibility of overseeing the negotiations and contract administration at Providence Milwaukie Hospital for the contract expiring May 31, 2011.

Who are the partners?

The Oregon Nurses Association (ONA) is the state's largest professional association and labor union for registered nurses, representing RNs in facilities throughout Oregon, including major representational density in the Providence System.

ONA currently represents seven providence bargaining units throughout Oregon (Providence St. Vincent Medical Center, Providence Portland Medical Center, Providence Home Health and Hospice, Providence Hood River, Providence Seaside, Providence Medford Medical Center, and Providence Willamette Falls).

The Oregon Federation of Nurses and Health Professionals (OFNHP) is a union and professional service organization representing nurses and health professionals including major representational density in the Kaiser Permanente Northwest Region as well as a unit of registered nurses in Providence Milwaukie Hospital.

Why did they partner?

ONA and OFNHP proposed this partnership to enhance the effectiveness and reach of nurse advocacy through the power of cooperation and joint action.

This relationship also provides Providence Milwaukie bargaining unit nurses enhanced representation in coordination and collaboration with their Providence RN colleagues from within other ONA Providence represented hospitals and agencies.

How will this happen?

OFNHP and ONA will provide nurses represented by OFNHP at Providence Milwaukie Hospital the opportunity to schedule a secret ballot vote and ratification no later than 90 days from the date of this agreement.

The purpose of that vote will be to amend the recognition certification for the RN unit at

Providence Milwaukie Hospital to reflect the joint certification of ONA and OFNHP as the joint bargaining representative for the unit.

What happens if the amendment passes?

Basically, a “yes” vote means that ONA and OFNHP will be jointly certified to represent the nurses as Providence Milwaukie.

Upon joint certification, members who are jointly represented by ONA and OFNHP shall enjoy the full rights, benefits, and privileges of membership in both ONA and OFNHP! This includes membership in the local, state, and national organizations (listed below) on the same basis as all other ONA and OFNHP members.

It is important to note that once we have joint certification incumbent officers, stewards and officials will remain unaffected except that the local will take good faith steps to bring its governance into compliance with the constitutions, bylaws and procedures of ONA and OFNHP.

What will my membership rights include?

Through this Partnership Agreement the parties will make available the services and benefits of full membership in both organizations to their current members at Providence Milwaukie Hospital.

Members will be affiliated with: Oregon Nurses Association, American Nurses Association, Oregon Federation of Nurses and Health Professionals, American Federation of Teachers, AFL-CIO, Oregon AFL-CIO, NW Oregon Central Labor Council. This may later include the National Federation of Nurses (NFN; ONA’s national nursing union) following additional discussions.

Specifically, your benefits and privileges will include, but are not limited to:

- The right to vote, hold office, and participate in state and national governance bodies and conventions on the same basis as all other members of either and both organizations
- The right to participate fully in governance at every organizational level on the same basis as all other members of either and both organizations
- Access to local, state and national organizational publications on the basis as all other members of either and both organizations
- Eligibility for professional liability coverage on the same basis as all other members of either and both organizations
- Participation in optional membership insurance, benefit, credit card, mortgage, discount, travel and legal referral programs on the same basis as all other members of either and both organizations
- Participation in professional development and continuing education programs on the same basis as all other members of either and both organizations
- Coverage under legal defense and militancy funds and programs on the same basis as all other members of either and both organizations
- Bonding of officers
- Jurisdictional protection under AFL-CIO Article XX and XXI rules and procedures

Who will act as my legal representative for collective bargaining?

Upon joint certification, ONA will assume the status of lead partner with primary responsibility for collective bargaining and contract administration at Providence Milwaukie Hospital and, as lead Partner would be responsible for the activities which would normally fall to the exclusive representative.

OFNHP will provide additional services as appropriate and helpful.

How did this come about?

In April, bargaining unit nurse leaders at Providence Milwaukie initiated discussions with both OFNHP and ONA regarding how to enhance service and representation at Providence Milwaukie with a focus on Providence nurse concerns and issues.

Joint membership discussions were then held between OFNHP, AFT, and ONA to determine the best way to accomplish these goals while ensuring uninterrupted representation and contract stability.

A creative and unique dual membership approach for Providence Milwaukie nurses in both organizations was discussed and finally adopted by both organizations Executive Boards and recommended by Providence bargaining unit's leadership.

How will my dues be affected?

For ease of transition from the effective date of this agreement through the next full fiscal year for ONA and OFNHP (July 1, 2011 – June 30, 2012), members of the Providence Milwaukie unit shall pay dues amounts (and agency fees as applicable) calculated on the same formula currently in effect pursuant to the constitution and by-laws of OFNHP for the Providence Milwaukie unit (and of ONA for the Kaiser Permanente Interstate Medical Campus).

Following this initial period, adjustments to dues rates may be necessary and the unions agree to meet annually to recalculate dues rates for both units based on changes in organizational constitutions and by-laws or other factors.

Why a joint membership rather than being represented only by ONA?

As you know, the labor community is under threat across the country. In these times of threat, it is important for all labor unions to work together to help strengthen the movement and show our solidarity in the face of attacks on our rights. This partnership is an example of how labor unions can, and should, work together to support collective bargaining rights.

In addition, the nurses of Oregon will all benefit from having one powerful voice at the Oregon State legislature as we advocate for policies that impact nurses, nursing practice and health care reform. This partnership enables ONA and OFNHP to join forces to address the most compelling issues facing nurses in our state.

The partnership strengthens both ONA and OFNHP by providing opportunities for greater

collaboration, co-operation and protection through no raid agreements.

Finally, both ONA and OFNHP see no downsides to having a strong “silent partner” relationship! We are stronger together and will have access to greater resources and collaboration than either union would have alone.

Will other units or facilities be affected?

As part of this agreement, dual organizational and representational memberships and activities will be offered to the ONA Kaiser Permanente Interstate bargaining unit nurses.

Following a vote of these bargaining unit nurses and upon joint certification, OFNHP will assume the status of lead partner with primary responsibility for collective bargaining and contract administration for nurses at Kaiser Permanente Interstate Medical Campus and, as lead partner would be responsible for the activities which would normally fall to the exclusive representative. However, ONA will continue to be a member union within the Coalition of Kaiser Unions.
