



## **ONA/OFNHP Union Partnership Agreement at Kaiser Interstate**

### ***What was the goal of the Partnership Agreement between ONA and OFNHP?***

The goal of the Partnership Agreement was and is to strengthen the ties between ONA and OFNHP at Kaiser Interstate. The nurses at Kaiser Interstate are represented jointly by ONA and OFNHP after the bargaining unit nurses approved the arrangement in 2011. Practically speaking, the most significant impact of joint representation is that OFNHP has assumed the responsibility of overseeing the day-to-day maintenance of the Kaiser Interstate Bargaining Unit and will negotiate both the national and local Agreement. If local negotiations occur, CA51 elected leadership will serve as the local negotiating committee along with OFNHP staff. If there is a common RN local table CA51 leadership will participate.

### ***Why did we 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 ONA represented nurses at Kaiser Interstate bargaining unit nurses enhanced representation in coordination and collaboration with their OFNHP colleagues.

### ***How did this happen?***

In 2011 OFNHP and ONA circulated a petition among nurses represented by ONA at Kaiser Interstate. The nurses signed the petition signaling their support for the partnership and were subsequently granted voluntary and legal recognition by Kaiser.

### ***How are we now jointly represented?***

Members who are jointly represented by ONA and OFNHP have the full rights, benefits, and privileges of membership in both ONA and OFNHP. This includes membership in each union's local, state, and national organizations (American Nurses Association, American Federation of Teachers, AFL-CIO, Oregon AFL-CIO, NW Oregon Central Labor Council, and the National Federation of Nurses). ONA and OFNHP continue to work on taking good faith steps to bring their local CA51 governance into compliance with the Constitutions, Bylaws and Procedures of ONA and OFNHP.

### ***What do my membership rights include?***

Through this Partnership Agreement, the parties have made available the services and benefits of full membership in both organizations to their current members at Kaiser Interstate.

Specifically, your benefits and privileges 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. This includes the OFNHP Executive Board and the ONA Economic and General Welfare Cabinet and Board of Directors.
- Participation in professional development and continuing education programs on the same basis as all other members of either and both organizations

### ***Who acts as my legal representative for collective bargaining?***

OFNHP has assumed the status of lead partner with primary responsibility for collective bargaining and contract administration at Kaiser Interstate and, as lead Partner, would be responsible for the activities which would normally fall to the exclusive representative.

### ***Does this mean that after negotiations there will only be one RN contract or that CA51 will no longer exist separately from OFNHP?***

CA51 will remain intact following any negotiation. There is no intent to eliminate the local CA51 leadership structure or CA51's relationship to ONA or OFNHP.

### ***How did this come about?***

In 2011 Bargaining Unit nurse leaders at Providence Milwaukie initiated discussions with both OFNHP and ONA regarding how to enhance service and representation at Providence Milwaukie, a unit of nurses represented by OFNHP. Discussions between OFNHP, AFT, and ONA soon included a conversation about Kaiser Interstate given ONA's lack of density in the Kaiser System compared to OFNHP. Also, on an ongoing basis, ONA's nurses at Kaiser had requested discussions with their OFNHP nurse colleagues to discuss common interests, like seniority, representation on nurse committees, and the career ladder. The result was a creative and unique dual membership approach for Kaiser Interstate and Providence Milwaukie nurses that would allow these two groups the benefits and expertise of both unions.

### ***How were my dues affected?***

Kaiser Interstate nurses pay dues amounts (and agency fees as applicable) calculated on the same formula currently in effect pursuant to the Constitution and By-laws of ONA for the Kaiser Interstate unit.

***Why a joint membership rather than being represented only by OFNHP?***

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. This partnership enables ONA and OFNHP to join forces to address the most compelling issues.

***Is this a permanent dual membership arrangement?***

It was and remains the intent of the parties that the Partnership Agreement be permanent, however, there are provisions allowing for future review of the continuation and amendment of the partnership and dual membership arrangement. If the partnership is dissolved, however, the dual membership nurses will become wholly represented by OFNHP.