Our theme for this round of negotiations is recruitment and retention. We know that we can best fulfill our mission to deliver excellent patient care when we recruit and retain quality staff. We stand united to raise standards at the Multnomah County Health Department (MCHD) so we can better attract talent and keep the great staff we have now.

Two groups with particularly high turnover are correction nurses and nurse practitioners; most of those who leave MCHD do so within 5 years. That is why our elected bargaining team aims to raise standards for those groups in particular.

On Thursday, June 7, we presented our last initial proposals. Highlights include:

- 4 percent across-the-board increase on July 1
- Minimum increases of no less 3 percent (or $1 an hour, whichever is greater) in 2019 and 2020
- Evening shift differential of $4 an hour
- Night shift differential of $7 an hour
- Corrections nurse premium of 17 percent
- Double time for hours worked in inclement weather
- 10 percent premium for on-call in lieu of benefits
- Layoff severance for nurse practitioners (NPs) and physician assistants (PAs), due to particularly long employment transitions
- Overtime eligibility for on-call
- Overtime over 8 hours in a 24-hour period
- 3-hour notice for all mandates
- Retention bonus of $2,000 after 2 and 4 years of continuous employment
- Vehicle reimbursement increase to $100 full-time/$50 part-time
- New hires cannot be placed on a step higher than current employees of equivalent experience

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INVEST IN US!

Click here for latest proposals from June 7.

“I am excited about our proposals, particularly for Corrections Health. Our proposals are very important for retention of employees, acknowledgement of the work we do, and resolution of some overdue issues. I am proud to be a part of the move toward change. This is an exciting journey! In unity everyone!” Kelli McCurtain CHN. Inverness Jail

Highlights of proposals from prior sessions:

- Language specific to nurse practitioner and physician assistant’s workload issues
- Making rest and meal breaks the MCHD’s responsibility to ensure everyone can take a break without impacting patient care—a key way to address staffing
- Job share language
- Increased paid leave hours for licensed practical nurses (LPNs) (parity with community health nurses [CHNs])
- A new Staff Development Fund for education and conferences
- Tuition reimbursement for LPNs to become RNs
- Turnaround time for reimbursement within 30 days
- Solidifying the Professional Nurse Care Committee in the ONA contract
- Ensuring nurses practice to the full scope of their license
- Strengthening our holiday language, including adding the day after Thanksgiving
- Increase in vacation accrual, based on hours worked, with maximums eliminated
- Increase in sick leave accrual, with added health conditions covered, including mental illness
- Increased bereavement leave
- Performance evaluations that are specific to various kinds of work

For full proposals, visit the ONA/MCHD web page (www.oregonrn.org/74).

We are Signing a Petition!

We all want to win a great contract, but that never happens with just well-reasoned arguments at the bargaining table—it happens when we show MCHD that we are united and willing to stand up for higher standards. This starts with a public petition. Feel free to print a copy, sign it and circulate among your co-workers. Bargaining team and contract action team members will be circulating copies as well. You can always scan and email copies to your labor relations representative, Brian Howard, at Howard@OregonRN.org. Click here for the petition.

MCHD also gave proposals, mostly status quo for wages and some changes to our health benefits. We will discuss in greater detail the proposals in a subsequent newsletter, but for now visit the ONA/MCHD web page for proposals.