Recommended Tentative Agreement with Washington County

We have reached a tentative agreement for the nurses at Washington County (County) to vote on. This was accomplished after two short sessions at 4 p.m. on June 10. We are proud to announce that this contract negotiations went very smoothly and in a collaborative manner where the parties had good, proactive discussion regarding each other’s interests. Your nurse representatives at the table, Tera Roberts and Beth Doyle did a fantastic job representing the Oregon Nurses Association (ONA) nurse at the County. We also want to thank the County representatives for engaging with us in the collaborative manner that they did. We did anticipate changes to healthcare as has been rolled out to other County employee's, but other than that we were not asked to make any concessions and even got some new language to address some requests that we heard from the nurses. A detailed newsletter will be forthcoming with ratification to be scheduled for June 26.

Below are some highlights:

**Education:** We got an increase in continuing education funds from $500 to $750 for nurse practitioners (NP). Increase in course/travel release time from three to four hours to attend seminars, conferences, etc.

**Seniority:** Big gain here. We now have seniority defined as number of hours scheduled. Current language was “qualified hours worked” which meant that if a nurse missed a shift in a pay period, none of the time worked in that pay period counted for purposes of anything, including seniority.

**Cell Phones:** This has been a big issue with the nurses as the phones the County has been providing do not work well, field nurses often using their own phones. Stipend policy that the County has had did not apply to nurses. New language that the County will provide working phones or provide a stipend to purchase a phone for County use in accordance to County policy.

**Flex Scheduling:** Client needs have changed and the nurses have been wanting to work 10-hour days, or flex to weekends or other alternative shifts to meet those needs. New language that the division manager will oversee alternative schedule changes (previously was “appointing authority”) as well as nurses waiving weekend differential if they are desiring (not required) to work those days.

**Job Share:** Current language allows the County to terminate job share arrangements with a 15-day notice. New language requires a 30-day notice.

**Healthcare:** Language same as in other contracts around the County. Increase to annuals deductibles in the current plans in 2015. Some of the new language is as follows:
Effective January 1, 2015, the County will provide the following health insurance options:

PPO: Healthy Plan: Providence Standard Open Option $500 deductible plan or plan with reasonably comparable overall benefit. Basic Plan: Providence Standard Open Option $1,000 deductible, $20 copay plan or plan with reasonably comparable overall benefit.

HMO: Healthy Plan: standard Kaiser plan with $250 deductible; 80% coinsurance; $15/$25 copay or plan with reasonably comparable overall benefit. Basic Plan: standard Kaiser plan with $500 deductible; 80% coinsurance; $15/$25 copay plan, or plan with reasonably comparable overall benefit.

To qualify for the Healthy Plan under either option, the employee will meet wellness point requirements as determined by a work group of the County Wellness Committee. The wellness point program will be implemented in January 2015. Wellness points earned in each calendar year will determine the employee’s plan option for the following calendar year. ONA will have a representative nurse on the Wellness Committee.