Benton County Updates, Jan. 16, 2020

Happy New Year to you all. Below are a few updates and requests.

1. Last November and December, Robin, Niki, Cindy, Angela, and Gary had several meetings with representatives from the County to negotiate an agreement in response to the changes made to Pay for Performance, effective 7/1/19, that negatively impacted our wage increases. We engaged in Interest Based Bargaining and have come to a tentative agreement. We had hoped for greater compensation for the nurses, but we feel the proposed agreement is the best option that will benefit the nurses and be sustainable for the County. Attached you will find the Memorandum of Agreement. If approved, all current ONA members will receive a 1.5% base pay adjustment retroactive to 7/1/19. The adjustment to the salary ranges will potentially impact nurses at the time of their next evaluation. It could place you below the midpoint and therefore have you eligible for a 4% raise (instead of 3%, if above the midpoint).

This is a tentative agreement and will need to be approved by the Board of Commissioners. On Tuesday, Jan. 21, from 12-1 p.m., the Board of Commissioners will be voting on whether to approve the proposed agreement. Angela will be attending this meeting. If other nurses are able to join her to show support, it would be appreciated. The meeting will take place at the Board of Commissioners Office, Board Meeting Room at 205 NW 5th St.

Please see Robin, Angela, Cindy, or Niki or call Gary (503-444-0690) if you have questions about the MOA.

2. Ann attended the December LMAC meeting. At this meeting ONA members were asked to give feedback on the evaluation process. There is a need for a process that is consistent and applicable. They want 5-7 priority areas for improving the performance management process. This is not the place to give feedback on NeoGov and all of its issues but to let the Performance Management Team know what would be helpful to you to be included in your evaluation and what are your priorities for improving the process.

Please send your ideas and priority areas to Gary (aguiar@oregonrn.org). He will assist in compiling our ideas and coming up with a list of 5-7 priority areas that we can then submit as a group.

3. We are again asking if anyone would be interested in attending the Labor Management Advisory Committee (LMAC) meetings as our ONA representative. These meetings are scheduled once a month on the 3rd Thursday of the month at 3:30 p.m. at the Sunset Building. Ann has been faithfully attending these meetings for several years now. Thank you, Ann!!! Although the meetings are scheduled monthly, they typically cancel two out of
three meetings, usually meeting quarterly. After consulting Ann, we don’t think it is necessary for an ONA rep to be at every meeting. Often there are no ONA specific items on the agenda. If having more information would help you decide, please talk with Ann.

4. **Next ONA meeting will be on Tuesday, Feb. 25, at 5:15 p.m. at the HSB.**

We will let you know the outcome of the voting on the MOA on 1/21/20 by the Board of Commissioners. Thanks for your support!

Robin, Angela, and Gary