The day has finally come, and your contracts are ready to be distributed. As many of you may know, your ONA contract was officially ratified in December of 2022. Due to minor changes and editing, finalization of the contract took more time than expected. The ONA-Multnomah County Health Department (MCHD) Executive Board will work on a distribution plan. If you work from home or do not have a home facility, please email your labor representative, Daisy Hernandez at D.Hernandez@OregonRN.org to discuss how you can receive a printed contract. Your contract is also available on the ONA-MCHD website. Click here for more information and contract access.

Correction Health Updates

Correction health nurses and ONA members have expressed concerns to MCHD management regarding correction health working conditions. As a result, correction health nurses (stakeholders) have been meeting with MCHD management since June of 2023 to discuss and address the concerns. At our early discussions with management, nurses informed MCHD management that there have been several identified issues: staffing, access to care, scope of practice, work environment, and communication.

Because there was no data that supported the ONA-identified issues, both parties worked on creating a survey for correction health nurses to provide input and feedback. The survey was emailed to the nurses on Thursday, Aug. 24, 2023. The results of the survey were presented to MCHD management. The following identified themes were shared: staffing, excessive mandates, safety, employee dissatisfaction, and poor management.

The ONA stakeholders are hopeful that the meetings will result in improving the correction health's working conditions. Thus far, management have posted 19 ONA correction health job openings. We are discussing how to get those positions filled effectively. We are scheduled to continue meeting with management, so stay tuned.

Additionally, MCHD management proposed to extend the temporary voluntary overtime incentive program (extension) memorandum of agreement (MOA) for swing shift. Although ONA does not believe that offering double time for swing shift addresses the short staffing issues, we do support that picking up unfilled shifts to be voluntary. The intent is to demand that long term resolutions are met, and not just a temporary, band-aid resolution.

Click here to see the MOA language.
Paid Leave Oregon

Your ONA/MCHD Executive Board met with MCHD leaders to discuss and review changes to Policy Rule 2-60, Family, Medical, and other protected leave under state and federal law. As of Sept. 2023, Oregon is offering new paid leave benefits. To make a paid leave claim use the MCHD portal called “Frances”. For any frequently asked questions visit the MCHD’s “Commons” website. If you plan on using paid leave, please make sure to update your personal email and phone number in Workday so MCHD can connect with you via your personal email while you are on leave. Click here for more information regarding the new paid leave.

Union Time Workday Coding

If you are a steward or a member that participates in ONA leave, the following Workday codes should be used:

Joint Function Business Leave (County Paid Time)
Workday code: Union Time Paid
Examples: Joint labor/management committees such as NERC or HR/LR/ONA meeting, orientation of new employees regarding the CBA, union steward duties.

Association Only Business Leave (Association Reimbursable Time)
Workday code: Union Leave Reimbursable
Examples: Contract administration, steward/arbitration/grievance training, contract negotiation preparation.
A 10-business days’ notice to supervisor is required, shall be approved in advance but subject to business and operational needs.

Association Business (Unpaid) Leave
Workday code: Union Time Unpaid
Example: Activities that are considered political activities, including political training, conferences, committees, or appointments, and time off to work on an election race.

Union Engagement Opportunities

The best way to be heard and create change is to get involved in your union such as joining your executive board, becoming a steward, joining a committee, or becoming a member.

There are multiple vacant Executive Board positions that need to be filled: Secretary, Treasurer, and Grievance Chair. If you are interested in getting involved, email your Executive Board Chair, Michelle Chau, michelle.h.chau@multco.us.

Keep Up To Date!
Make sure ONA has your correct email address.

Scan the QR code with your phone.

Or follow this link:
www.oregonrn.org/UPDATE