We met for our thirteenth bargaining session on Monday, May 16. We made headway on a few articles but did not sign any tentative agreements.

Both parties exchanged proposals on Article 2, Definitions:

- Initial Service Trial - The County still wants to extend the initial service trial to one year to match Local 88’s contract. We are holding firm that 6 months is enough time to assess new employees before they are protected by just cause. They did point out that new providers do not take patients for the first 3 months while they are being credentialed.

- We agreed on the following:
  - When moving to a more advanced healthcare credential, there will be a new 6-month trial service
  - When moving to a new work assignment with a different job description, there will be a 3-month trial service
  - In both scenarios, workers will have the ability to transfer to other positions. If no positions are available, they will have layoff rights.

We responded to their last proposal on Article 14, Seniority, Layoff and Filling of Vacancies. We are not too far apart on this very long article.

- We are still advocating for frontline workers to be involved in the hiring process for nurse supervisors and managers.
- We are keeping our language regarding vacated positions being posted within 15-21 days of a worker’s resignation. They responded verbally by saying that they may not replace a position. We said they should notify us of that within 15-21 days.

We also responded to their last proposal on Article 22, General Provisions. This is where the discrimination and safety language resides, along with other miscellaneous items.

We are not moving on several items related to discrimination and harassment. We kept language in regarding the Workplace Fairness Act, which is the state law that protects workers from discrimination.

We are holding onto our language regarding clients in custody not being able to mail anything to workers. This is the case at the Oregon state prisons and at another local county jail, so we know it is feasible.

We did accept their safety related language. Our main difference is protecting employees’ last names. There was a healthy discussion around protecting workers full identities, which we know is difficult in our digital era, especially for public sector employees.

We amended our Professional Nursing Care Committee proposal so that the two committee members will be;
released from work for four hours every other month; have time to meet as ONA representatives alone; and meet with management after to implement their ideas.

We are still recruiting for this committee. This committee will work on staffing and practice issues. If you are passionate about improving staffing and patient care, we would like to hear from you!

We kept in our language related to scope of practice and staffing.

Towards the end of the day, we reviewed the market analysis, they gave us on wages and the new Advanced Practice Fellowship Program. Most of the NPs and PAs we heard from support this new fellowship program.

All of the aforementioned items can be found on your ONA/ MCHD webpage: [https://www.oregonrn.org/page/MCHD](https://www.oregonrn.org/page/MCHD)

We only have one bargaining session scheduled before the contract expires. Please come to our bargaining unit meeting to plan the next steps! Having high participation in this meeting and our collective next steps will greatly improve our chances of getting the contract we want!

When: June 9, from 6-8 p.m.
Where: Hopworks- 2944 SE Powell Blvd. Powell street side room behind the bar.
We will provide pizza and appetizers. (alcoholic drinks are on your own)

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**Student Debt Relief**

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process. Find more information at [www.OregonRN.org/aft-summer](http://www.OregonRN.org/aft-summer).

Additionally, ONA is hosting an online clinic to help members understand PSLF, find out more about Summer and get the relief they deserve.

**June 3 at 4 p.m.**


Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.