We met with the County on June 6 for our fourteenth bargaining session. Both sides exchanged counterproposals.

Here is the critical information. The thorough ONA proposals can be found on our webpage here: https://www.oregonrn.org/page/MCHD

**ONA PROPOSED**

**ARTICLE 3 - RECOGNITION**

Added that on calls can receive either the language or the cultural knowledge, skills and abilities (KSA) differential.

**NEW - FLOATING ARTICLE**

We countered that floating would be voluntary.

**ARTICLE 16 - WAGES**

- We maintained that all workers represented by us (LPNS, CHNs, NPs, and PAs) deserve the 9% across the board raises for July 2022.

- We amended our wage proposal for 2023 and 2024 to be no less than 2% and no more than 8% based upon the West Region Consumer Price Index (CPI)- this is the same as what was in Local 88’s last proposal.

- We held on to our proposal of 4.75% for nurses with BSN degrees and 9.5% for workers who have a MSN, DNP, PhD in Nursing, MHNP, or a PA that holds a medically related Masters or Doctoral degree.

- Evening Shift- $2.50 per hour; Night Shift- $5.75 per hour.

- We accepted their language regarding a standard process for assigning overtime.

- We maintained our language on no discrimination of employees who cannot accept overtime unless mandatory, but overtime is an essential job function.

- We maintained our language regarding nurses who are given less than three hours-notice of mandated overtime- all hours of mandated work will be double time.

- Standby- $4.75 per hour.

- We maintained our no low census language.

- We maintained our language regarding required use of an automobile- that the stipends are applicable to anyone who has to report to more than one location.

- **Full time**- $100 per month.

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Part time- $70 per month.

- We maintained our teleworking language, clarifying that those who telework 20% or more per week are eligible for stipends.
- We maintained that workers who report downtown should get a stipend for parking- - $175 per month.
- Weekend differential- $3.50 per hour.
- We maintained most of our language improvements related to overpayments and underpayments.
- Longevity pay- We accepted their language
  - 5 years of service in the ONA unit—1.5%
  - 10 years of service in the ONA unit—2%
  - 20 years of service in the ONA unit—2.5%
- We maintained that both the language and cultural KSAs are eligible to be added on an ad hoc basis (4% differential- cannot be doubled up).
- We accepted their language on who is eligible for a preceptor differential.
- We countered the floating differential with $5.00 per hour, confirming it’s for those who volunteer.
- We said NO to an exempt model for NPs and PAs.
- We clarified that we agree the Psychiatric Mental Health Nurse Practitioners need to receive additional compensation to match the market premium.
- We requested additional information again pertaining to NPS and PAs who have had their relocation costs paid by the County, so we can appropriately respond to their request.

**MANAGEMENT GAVE US COUNTERS ON THE FOLLOWING ARTICLES**

- Article 14—Seniority, Layoff and Filling of Vacancies
- Article 22—General Provisions.
  - We are not too far apart on these articles.

**BARGAINING UNIT MEETING**

- We had to cancel our bargaining unit meeting at Hopworks due to illness. Please stay tuned for the reschedule.

**Union Proud T-Shirts**

The next bargaining session is not until July.

Please be on the lookout for “Union Proud” T-shirts that our Membership Chair, Evangeline Nichols, is distributing.

We will be asking all of you to wear them on bargaining days and for other possible actions.