Wear Your Union Proud Shirts Every Monday!

From this point forward, we declare every Monday as Movement Monday until we ratify the contract.

Please wear your green union proud t-shirts every Monday you work, no matter what your shift is. If you don’t have a green union proud shirt yet, please wear a Kelly green shirt and let Jocelyn know what size you need at Pitman@OregonRN.org.

Member Quotes and Proposals

We entered our fifteenth bargaining session on Monday, July 18. We started the day by reading quotes from our members (without names attached) who attended our bargaining unit meeting on Thursday, July 7. We then emphasized how a nine percent (9%) across the board raise for July 2022 is important for everyone in our unit: LPNs, CHNs, NPs and PAs.

Currently the employer is only offering the nine percent (9%) to CHNs, ten percent (10%) to PMHNPs, and five to six percent (5-6%) to everyone else. We asked again for a true response to our proposal for indirect patient care time for NPs and PAs, since the County is behind the community standard in providing indirect patient care time for our providers to chart, make phone calls, read labs and do all the other work that is not in front of the patient.

They came back after a long caucus (management meeting) saying they needed to get in touch with people outside of the bargaining team in order to respond to our wage ask and NP/PA admin time proposal. They did thank us for our presentation and they now know how serious these issues are for all of our members.

We received another proposal from them on the initial trial service period. Previously, they wanted a one (1)-year...
probation when the current probationary period is six months. They now want a six (6)-month probationary period with a possible extension of up to an additional six (6) months if there are performance or behavior concerns. They must identify the reasons for the extension. We are seriously considering their proposal.

They updated the previous floating proposal to now call it same day reassignment. But the proposal remains substantially the same. They are under the impression that they can currently mandatorily float employees to other facilities based upon existing contract language regarding nurses who are required to have an automobile for their positions. We are only aware of the home visiting nurses that would fall under that language. The conversation got heated as we know that the majority of our members do not want to work at a different facility from which they were hired.

We gave them a counter on hours of work. We accepted their language on a 9-80’s work schedule, which will allow our forty (40)-hour clinic nurses to have a day off every other week. We accepted their shift trading language but held onto callback pay for nurses who have their schedule changed against their will with less than three (3) weeks’ notice. We also held strong on our previously proposed language regarding inclement weather, civil unrest, natural disasters and essential operations. This includes provisions related to teleworking and keeping your pay whole when work is unavailable.

At the end of the day, we tentatively agreed to one article on seniority, layoff and filling of vacancies (Article 14). We were able to convince them to move to a three (3)-month probationary period for those who are bumped into a new position. We also were able to convince them that the denial of an FTE decrease can be grieved utilizing the first two steps of the grievance procedure.

Our next bargaining session is Monday, August 1. Email Jocelyn if you would like to observe.

All of our proposals and the county’s can be found here: www.OregonRN.org/MCHD

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