We met with County management for our 17th bargaining session on Monday, August 1.

In place of Claire Contreras, we had Lori Ann Lima, NP from the HIV center join us so that we have provider engagement in our bargaining process.

The County was supposed to come with a proposal related to an equitable cost of living adjustment (COLA) for all of our members (LPN, CHN, NP and PA) as well as an indirect patient care time proposal for our NPs and PAs. While they did make some movement on wages, it was not what our members are asking for.

They said they will not have a response for us on our indirect patient care time proposal until our next session, which is August 29.

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Here are the pertinent items that are offered, beyond what was previously offered in the other proposals.

**COUNTY’S ECONOMIC PACKAGE PROPOSAL, AUGUST 1, 2022.**

**ARTICLE 16—WAGES**
(per County proposal of Aug. 1, 2022), including the following improvements:
- Add 2% retention bonus, payable following ratification.
- 5% COLA guaranteed in Year 2.
- Accept ONA proposal to increase swing shift differential to $2.50.
- Accept ONA proposal to increase weekend shift differential to $3.50.
- Accept ONA proposal on auto reimbursement ($100/mo for full-time, $70/mo for part-time).
- Increase same-day reassignment (floating) differential to $1.50.
- County intends to present a revised proposal on an exempt model for NPs and PAs at the August 29, 2022 bargaining session; however, moving to an exempt model for NPs and PAs remains part of the County’s economic package proposal.

**ARTICLE 3**
Recognition (per County proposal of Aug. 1, 2022)
- Increase on-call and temp differential in lieu of benefits to $3.00.
- Decrease hours worked requirement for on-call and temp employees to advance steps to 1248 hours.

**ARTICLE 9—SICK LEAVE**
(per County proposal on May 3, 2022)
- MOA proposal forthcoming to extend EPSL banks and leave borrowing program through September 30, 2022.

We do appreciate the movement today however We do not believe it is enough to satisfy our membership.

In addition, they gave us a response to Article 15, hours of work. We are not too far apart on this article.

**ARTICLE 2**
We tentatively agreed to Article 2, definitions, where these changes were made:
- The initial service trial will continue to be six months however it may be extended up to one year if there are performance or behavior concerns. The notice will include those concerns. It will automatically be extended by the length of an approved leave of absence.
- If a worker moves into a position that requires a more advanced degree, they will serve a new 6-month trial service period.
- If a worker moves into a new position with a different job profile, they will serve a new three-month trial service period.

**NEW ARTICLES**
In addition, we tentatively agreed to new articles related to working in Washington. Those articles ensure that the employees fall under Washington law when they telecommute from Washington 50% or more of the time.

**NEXT BARGAINING SESSION**
**AUGUST 29**

It would be great to have more observers at this session since we should have more robust responses to our concerns.

Please email Jocelyn at Pitman@OregonRN.org for the virtual link.