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Angelica Barron (Gladys McCoy)
Amanda Cort (School-Based)
Jacob Metcalf (Corrections)

ONA Labor Representative
Jocelyn Pitman
Pitman@OregonRN.org

Nurse Practice Consultant
Christy Simila
Simila@OregonRN.org

Join ONA Today!

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A More Comprehensive Package

<table>
<thead>
<tr>
<th>Current FTE</th>
<th>New FTE</th>
<th>Direct Patient Care Time</th>
<th>Indirect Patient Care Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.00 FTE</td>
<td>1.00 FTE (No Change)</td>
<td>32 hours</td>
<td>8 hours</td>
</tr>
<tr>
<td>0.80 FTE</td>
<td>1.00 FTE</td>
<td>32 hours</td>
<td>8 hours</td>
</tr>
<tr>
<td>0.60 FTE</td>
<td>0.80 FTE</td>
<td>26 hours</td>
<td>6 hours</td>
</tr>
<tr>
<td>0.50 FTE</td>
<td>0.60 FTE</td>
<td>20 hours</td>
<td>4 hours</td>
</tr>
<tr>
<td>N/A</td>
<td>0.50 FTE</td>
<td>17 hours</td>
<td>3 hours</td>
</tr>
</tbody>
</table>

We met with Multnomah County administration on Monday, Aug. 29 for our eighteenth bargaining session.

Lorenzo Ortega, NP from the Northeast Health Center participated with our ONA bargaining team due to what we were expecting that day.

As promised, the County finally delivered a more comprehensive package for our nurse practitioners (NPs) and physician assistants (PAs) in Integrated Clinical Services (ICS) that includes built in administrative time for indirect patient care tasks, something we have been asking for at least the last five years.

This model is not applicable to corrections or student health centers
however they are exploring how it can apply to public health. The vast majority of lack of time issues for indirect patient care are raised by our NPs and PAs in ICS.

Of course, their proposal still includes moving to an exempt model. This means that these two job classes (with the exception of on-call) would be salaried, so overtime would not be possible.

They did offer a significant amount of indirect patient care time (20 percent) based upon full-time equivalency (FTE) for NPs and PAs in ICS only.

On-call NPs and PAs would remain hourly. They also offered a market adjustment of 2.53% on top of the 5% cost of living adjustment, bringing the July 2022 raise to 7.53% for these two job classes.

Here are the other items put on the table for NPs and PAs, some previously offered:

- NPs and PAs would receive increased vacation accruals, so there is parity with the physicians.
- Psychiatric Mental Health NPs would receive a 10% raise.
- Additional compensation for NPs/ PAs who work additional clinical sessions.
- NPs and PAs may be assigned after hours/on-call service calls on a rotating basis, however only corrections and public health would receive additional compensation for this.
- Board certification reimbursement of $1,000 once every three years.

These items are applicable to everyone in the bargaining unit:

- Float differential of $3.75 per hour.
- Cultural Knowledge, Skills and Abilities (KSA) Premium (4%).
- Ad Hoc Bilingual Premium (4%).
- Longevity Pay in ONA Bargaining Unit:
  - 5 years: 1.5% (NEW).
  - 10 years: was 1%→now 2%.
  - 20 years: was 2%→now 2.5%.

A one time ratification bonus of two percent (2%) of base wages, but not less than $1,000, prorated by FTE.

July 1, 2023 – A five percent (5%) across the board raise.

An additional four percent (4%) market adjustment for community health nurses (CHNs), totaling nine percent (9%) for July 2022.

Due to the need to meet with our NPs and PAs, we ended early. There was no way we could respond to this without vetting all the information with the affected people.

We are holding a meeting for NPs and PAs on Thursday, Sept. 8 from 7 to 9 p.m. via Zoom. Here is the meeting link: [https://bit.ly/MCHD-NP-PA](https://bit.ly/MCHD-NP-PA)

All of the proposals can be found on your webpage under bargaining documents here: [www.OregonRN.org/MCHD](http://www.OregonRN.org/MCHD)

Please continue to wear your green “Union Proud” or ONA shirts every Monday and at every action!

**PLEASE JOIN US!**

*Are you dissatisfied with how slow bargaining is moving?*

Ready for a raise that meets the exorbitant cost of living increase we are all enduring? Please join us for an informational picket with Local 88 regarding our bargaining goals at one or all of these locations:

- Tuesday, Sept. 6 at Mid County Health Center Noon – 1:30 p.m.
- Wednesday, Sept. 7 at East County Health Clinic Noon – 1:30 p.m.
- Thursday, Sept. 8 NE Walnut Park Complex Noon – 1:30 p.m.

**FOOD WILL BE SERVED • PLEASE MAKE SURE TO WEAR YOUR ONA/Union Proud green T-shirts!**
Workday Overpayment Settlement

In January 2020, five employees of Multnomah County—all union members—filed a class action lawsuit against the County alleging wage violations in connection with implementation of the Workday payroll system. They successfully negotiated a settlement that has preliminarily been approved by the court.

The proposed settlement covers all hourly paid employees of the County from January 1, 2019 through April 28, 2022.

All affected employees – 7,581 in total – were mailed notice of the settlement on Aug. 25.

The terms of the settlement are as follows:

• All class members will receive a payment of $200 for possible irregularities in their paychecks.

• In addition to the $200 payment, all class members whose employment ended before April 28, 2022 will receive a payment in a yet-to-be-determined amount ($5-$150 each) for possible late payment of wages at the end of their employment.

• All class members who owed wages to the County as of April 28, 2022 for Workday overpayments will have the overpayment waived.

• The County will correctly re-report wages to PERS for class members whose wages were misreported because of Workday pay errors.

The settlement will need to be approved by the court after all class members receive notice. If approved by the court, the total monetary value of the settlement will exceed $2 million. However, the settlement includes a provision allowing the County to cancel the agreement if more than five percent of class members opt out of the agreement.

The settlement took more than two years to negotiate and hinged on the County agreeing to waive all outstanding overpayments. The five employees who brought the lawsuit heard from many current employees of the County who were unable to repay the overpayments without significant hardship. They demanded that the County immediately suspend collection of overpaid wages. They also insisted on the County correctly reporting wages to PERS. Both provisions were included in the final settlement agreement.

You can read more about the class action settlement at www.MultnomahCountySettlement.com.

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.
Learners can earn up to 21.5 nursing continuing professional development contact hours at the NPO Conference in Hood River.

The Nurse Practitioners of Oregon education committee is excited to announce the NPO Annual Education Conference will be held in Hood River, Sept. 29 - Oct. 1, 2022. This year’s conference will focus on celebrating our nursing profession and will feature three primary tracks (but not limited to) of Psych/Mental Health, Pediatrics, and Primary Care.

The conference is designed to support the professional practice and learning needs of nurse practitioners, clinical nurse specialists, advanced practice nurses, physician assistants and other interested health care providers by providing a variety of evidence-based educational topics.

Continuing Education

Learners can earn up to 21.5 nursing continuing professional development contact hours, which includes pharmacotherapeutic contact hours TBD.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

Registration

Registration is open through Sept. 23. Register early to ensure you can reserve a room at the host hotel at the special conference discount! Learn more about the conference and register at:

www.NPOOregon.org

ONA members pay just $495 for up to 21.5 CE!