After 13 months of bargaining and five informational pickets, we finally have a tentative agreement (TA) for Multnomah County!

Here is the summary, which covers the vast majority of wins and changes:

**WAGES**

- **5% COLA back to July 1, 2022,** with market adjustments for these groups:
  - 4% for RNs, 2.53% for NPs and PAs, 1% for LPNs (paid as a bonus),
  - plus a 2% of base wage retention bonus, but not less than $2500, prorated by FTE.

- **5% COLA for year two,** plus a 1% of base wage retention bonus, but not less than $2,000 prorated by FTE.

- **1-4% COLA for year three,** based upon CPI.

- **Longevity Pay for workers in the MCHD ONA unit:**
  - **NEW** – Workers with five years will receive 1.5% above their base step.
  - Workers with 10 years will receive 2% above their base step (was 1%).
  - Workers with 20 years will receive 2.5% above their base step (was 2%).

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NEW – Psychiatric Mental Health NPs will receive a 10% differential.

**SHIFT DIFFERENTIALS**

- Improved shift differentials:
  - Evening – was $2.00, now $2.50.
  - Nights – was $5.00, now $5.50.

**NURSE PRACTITIONERS AND PHYSICIAN ASSISTANTS**

- All NPs and PAs will remain hourly with the exception of a small group of NPs and PAs in ICS that are currently 1.0 FTE. We consulted with the impacted workers on this change. For those that will go exempt, they will have eight hours of indirect patient care time and higher vacation accruals that is in line with the physicians.

- For the majority of NPs and PAs that will remain hourly, there is a commitment to revive the subcommittee on workload and indirect patient care, along with looking at pay practices. We will be seeking four NPs/PAs to serve on this committee, hopefully with a representative from each area (ICS, Student Health, Public Health, Corrections).

- Board Certification Reimbursement – The County will reimburse each NP, PA up to $1,000 once every three years for board certification, recertification.

- Corrections Health NPs and PAs will be compensated three hours of pay for each Monday through Friday shift and four hours for each weekend or holiday on call shift, totaling 23 hours of pay for 7 days of after-hours service.

**KNOWLEDGE, SKILLS & ABILITIES (KSA) DIFFERENTIALS**

- Bilingual 4% differential maintained; eligibility expanded:
  - “Direction to translate may come in the form of:
    1. A language KSA has been assigned for the position.
    2. An employee has received direction from management to translate on a routine basis.
    3. Because of their assigned duties, an employee is routinely translating in the course of their employment with the County.

    In all the above circumstances, bilingual pay premium shall be paid on all hours worked.”

- Bilingual pay will be paid on an ad hoc basis where an employee is translating but not on a routine basis. In such cases the premium will be paid on all hours worked conducting translation.

- NEW – Cultural Knowledge Skills and Abilities – 4%.

- Workers may only receive one KSA differential.

**REQUIRED USE OF PERSONAL AUTOMOBILE**

- Full-time – was $50, now $100 per month.
- Part-time – was $35, now $70 per month.

**DEFERRED COMPENSATION PLAN**

- Initial trial service and limited duration employees are now eligible.

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- Improved preceptor pay language, which now includes precepting agency nurses.

NEW – SAME DAY REASSIGNMENT (AKA FLOATING)
- Includes a $3.75 differential for anyone reassigned to a different worksite.
- Volunteers sought first then a reverse seniority rotational system is used.
  - ICS nurses will not be subject to floating to another clinic if doing so would cause their regular worksite to fall below minimal operational requirements (based upon the Continuity of Operations Plan that we can share).
  - Geographic regions will be established to minimize travel.
  - 30-minute grace period to arrive and leave early (total of 60 minutes) at new site if choosing to report there first, with pay.
  - Mileage is compensated.
  - Orientation is provided, with language supporting the nurse to transfer to another assignment if they do not feel qualified to perform the work (this is supported by the Nurse Practice Act).

IMPROVED SAFETY AND NO DISCRIMINATION LANGUAGE
- Added rule 3-40 – discrimination and harassment free workplace language, which includes timely investigation and prompt remedial action.
- Safety language added, which includes commitment to provide a safe and healthful workplace. This includes new language on protecting employee’s personal information, which is related to a pending arbitration.

PROFESSIONAL NURSE CARE COMMITTEE
- Improved language for the professional nurse care committee (PNCC). Up to two employees from each job class will be sought (up to six workers) to create a charter for improving patient care and professional development. We are actively recruiting for this committee so we can have a quorum.

OVERPAYMENTS
- Now in line with their policy, which includes a 180-day period for recouping the payments if the employee did not know/could not have reasonably known they were being overpaid.
- Consultation with the employee is required for how the monies are paid back. If the employee disagrees with the repayment plan or the validity of the overpayment, a grievance can be filed.

VACATION IMPROVEMENTS
- Hourly employees will receive these vacation improvements:

SICK LEAVE IMPROVEMENTS
- All employees will now receive .05 hours (was .0461) of sick leave per hour worked, which now includes overtime hours. Holidays and leaves also accrue sick leave.
- The COVID-19 leave bank is extended until June 30, 2023.
- For employees living in Washington, new language was added to honor their state laws on sick leave and workers compensation.

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<table>
<thead>
<tr>
<th>1. Years of Service</th>
<th>2. Hours Accrued Per Pay Period</th>
<th>3. Hours (Weeks) Accrued Per Year by Full Time Employees</th>
<th>4. Maximum Hours Accrualable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2</td>
<td>4.67</td>
<td>112 (2.8 wks.)</td>
<td>224</td>
</tr>
<tr>
<td>2 to 5</td>
<td>5.0</td>
<td>120 [128] (3.0 3.2 wks.)</td>
<td>248 [264]</td>
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<tr>
<td>5 to 40-8</td>
<td>6.0</td>
<td>144 [152] (3.6 3.8 wks.)</td>
<td>280 [296]</td>
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<tr>
<td>40-8 to 15</td>
<td>7.33</td>
<td>176 [184] (4.4 4.6 wks.)</td>
<td>352 [368]</td>
</tr>
<tr>
<td>15 or more</td>
<td>9.0</td>
<td>216 (5.4 wks.)</td>
<td>432 [460]</td>
</tr>
</tbody>
</table>

**Health Insurance — no Takeaways!**

- Employer will still pay 95% of the Kaiser health insurance plan.

**On-Calls**

- On-calls will now receive more frequent raises—upon completion of 1248 hours, they will go up a step (was 2088 hours). These include market adjustments if applicable.
- In lieu of benefits differential increased to $3 per hour (was $2).
- Juneteenth is now a paid holiday for on-calls.
- On-calls now eligible for either a bilingual or cultural KSA.

**Contract Expiration**

Three year contract expires June 30, 2025.

This wouldn’t have happened without our tenacious bargaining team!

Please take the time to thank and congratulate your representatives who tirelessly had our backs!

Michelle Chau, LPN, Chair  
Joanne Buck, CHN, Vice Chair  
Claire Contreras, CHN, Grievance Chair  
Evangeline Nichols, CHN, Membership Chair  
Emily Marx, CHN, Secretary  
Alex Fortune, CHN, Treasurer  
Lori Ann Lima, NP, Bargaining Team  
Lorenzo Ortega, NP, Bargaining Team

In addition, a big thank you to Local 88 for coordinating with us for bargaining. Us doing informational pickets together was unprecedented in recent years. Thank you to all of our members who walked the line with us and your Local 88 colleagues! Your participation and fearlessness helped us achieve this great win!

Our bargaining team will hold open Zoom sessions to go over the agreement and answer your questions on Thursday, Nov. 10 at 12 and 7 p.m.

Please ask one of our union officers or Jocelyn for the respective Zoom link. Please indicate what time you are available as the links are different. Her email is Pitman@OregonRN.org.

The vote will launch electronically on Thursday, Nov. 10 and will close at 12 p.m. Monday, Nov. 14.

You must be a member in good standing in order to be eligible to vote. Not a member?

Please scan this QR code to sign up so you can vote on our contract!