Great News! Our Contract is Ratified!

After months of contract negotiations, 97% of our membership overwhelmingly voted “YES” to ratify the contract.

On Dec. 15, 2022, the Multnomah County Board approved the tentatively agreed upon contract. The bargaining team did everything possible to improve the contract and address any member concerns.

We implored management to expedite the start date of our new and improved wages as well as the retroactive payout date by sharing member stories at the Dec. 1, 2022 and Dec. 15, 2022 board meetings.

Due to circumstances that are out of our control, our new pay rates and retroactive pay will be paid on our Feb. 28, 2023 paycheck.

Please make sure to check workday for your updated payrate, which should include your new pay step.

If your displayed pay step is incorrect, please email Health Maintaining at: health.maintaining@multco.us to inquire about the pay step notification.

Thank you to the bargaining team for negotiating a new and improved collective bargaining agreement and congratulations to us!

You will be updated when copies of the printed contract become available.

New ONA Representative

Hi ONA members! My name is Daisy Hernandez-Haws (pronouns: she, her) and I am your new ONA labor representative.

I was raised in a union household with union values. I have been in the labor movement since my young adulthood and have six years of labor organizing experience.

I look forward to building relationships with members and increasing labor engagement within Multnomah County and throughout Oregon.

Please feel free to reach out to me via email at: D.Hernandez@OregonRN.org.

Paid Family Leave

New Bargaining Issue

As of Jan. 1, 2023, Multnomah County began contributions to the Paid Leave Oregon plan. Under the law, the cost of this plan can be shared by the employer and employee.

At this time, you will be paying 0.6% of your gross wages and Multnomah County will contribute 0.4% of your gross wages into the program.

Other hospitals have already committed to their RNs that they’ll cover the cost.

It’s time for Multnomah County to do the same.
Multnomah County has committed to negotiate the Oregon's Paid Family and Medical Leave Law tax contributions. Negotiations have begun, and we are committed to keep you updated.

On Sept. 3, 2023, employees can start applying for benefits and you will be able to access 12 weeks of paid leave for welcoming a new child, your own serious health condition, or to care for a family member.

Employers can choose to participate in the state plan or offer an equivalent of their own. Under the law, about two-thirds (2/3) of wages are replaced.

It renews each year, unlike other accrual-based leave benefits, and union members have the right to negotiate higher standards before the law takes effect. The law is a huge victory by workers and unions to provide paid leave to all Oregon workers.

Our power remains with the irreplaceable value of our memberships’ work, and we intend to make improvements through the strength of our membership!

If you have any questions regarding the program or bargaining updates, please contact our labor representative at D.Hernandez@OregonRN.org.

Announcement: Vacant Leadership Seats

We are getting ready to fill vacant executive committee positions and want you to begin thinking about nominating yourself or anyone else that expresses interest. Stay tuned for updates on when nominations will be accepted. Vacant positions:

**ONE (1) SECRETARY SEAT**
- In conjunction with ONA staff, the Secretary, sends out meeting notices as directed. On at least an annual basis, update all members’ contact information, including correct mailing addresses, home and work telephone numbers and e-mail addresses.
- They collect names of nominees for elected positions and construct a ballot for all the names submitted. The Secretary confirms that the nominees are willing to serve and verifies that amendments to bylaws are properly submitted.
- They record, maintain and archive minutes for all Executive Committee meetings. They sit on the Elections Committee and Conduct correspondence as directed by the Executive Committee.

**ONE (1) MEMBER AT LARGE SEAT**
- They conduct and supervise the affairs of the Membership Committee in and ensure that all new hires are contacted in a timely fashion to discuss membership.
- They ensure new hires are provided with a copy of the collective bargaining agreement, Bylaws, and ONA membership application and to ensure that the new hires are introduced to the new hires’ Unit Representative.
- The Member at Large seat strives to increase the membership of the bargaining unit and maintain a group of members in good standing who are willing to perform duties at the request of the Executive Committee or ONA. The Membership Chair will ensure that the membership list is updated.

**ONE (1) GRIEVANCE CHAIR SEAT**
- The Grievance Chair conducts and supervises the affairs of the Grievance Committee and oversees

*continued on page 3*
Announcement: Vacant Leadership Seats  
continued from page 2

the processing and investigation of all grievance complaints filed by MCHD/ONA members.

- They are responsible for securing representation, if requested, for the grievant. Ensure each work unit has at least one unit representative which must be a member in good standing.

- They ensure those unit representatives receive training in the processing of grievance and representation of grievant.

Two (2) members from different divisions for the Professional Nursing Care Committee (PNCC)

- The PNCC will utilize the professional expertise of bargaining unit employees on matters related to patient care and professional development. PNCC representatives may attend PNCC meetings without loss of pay.

Three (3) members who are either Nurse Practitioners (NP) or Physician Assistants (PAs)

- for the ad hoc advisory subcommittee of the team based Care Committee (“Subcommittee”) to discuss NP and PA workload during the term collective bargaining agreement.

Nurse Staffing: Share Your Story

You play a critical role at the bedside but your stories and concerns rarely get told. Let’s change that.

Even before the COVID-19 pandemic, you were under tremendous pressure due to staffing shortages. CEOs put profits ahead of patients despite warnings from researchers and frontline nurses. Those shortages have pushed many nurses to leave the field, led to violence in your workplace and caused unnecessary mental trauma.

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon.

Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories

You Know It Matters • You Know You Care • Help Make an Impact!
New Counseling Services Available

Nurses are not getting the mental health treatment they need and that’s why we’re excited to tell you about the expansion of the Oregon Wellness Program (OWP).

Licensed RNs, LPNs and CNAs from around the state can now access free counseling from providers that have professional experience providing care to health care professionals.

The program provides:

- Up to eight (8) free therapy sessions per calendar year (in-person or telehealth).
- Mental health care without a “paper trail” - your visits won’t be shared with insurance or professional boards.
- Appointments will be scheduled within three business days, whenever possible.

Nurses can request appointments directly with an OWP-affiliated provider of their choice and will be given complete privacy and confidentiality.

You can find more information at:
oregonwellnessprogram.org

**Become a Member**

Contact member services via email: memberservices@oregonrn.org, or scan the QR code with your phone or go www.OregonRN.org/Apply.

Membership has benefits!

**Keep Up to Date!**

Make sure ONA has your correct email address.

Scan the QR code with your phone.

Or follow this link:
www.oregonrn.org/UPDATE