ONA Proposal to MCHD 5.16.22

**Article 22 General Provisions**

1. **No Discrimination**

   The provisions of this Agreement shall be applied equally to all employees in the bargaining unit. There shall be no discrimination as to age, marital status, race, color, sex, sexual orientation, creed, religion, national origin, political affiliation, gender identity, gender expression, source of income, familial status, disability or physical and mental handicap unless there are bona fide job-related reasons. In the event the employer's obligations under the Americans with Disabilities Act (ADA) and this agreement conflict, the ADA shall prevail. The Association shall share equally with the County the responsibility for applying the provisions of the Agreement. If an ONA represented worker reports discrimination in the application of this Agreement, the County shall, consistent with Multnomah County Personnel Rule #3- 40-060, timely investigate and promptly take appropriate remedial action.

   **A.** If an ONA represented worker reports discrimination, the County shall promptly investigate and take action to cease the behaviors of the aggressor immediately following the completion of the investigation. This is applicable to any aggressor, regardless of their relationship with the County.

   **B.** Any personal information of the employee which is not related to their work should not be divulged to clients and/or patients. Chart notes and my Chart messages will default
to the employee identification number and first name of the employee only for LPNs and CHNs.

C. The County will **uphold and** enforce all of the provisions in the Workplace Fairness Act.

D. Clients in custody are not allowed to mail anything to employees’ homes.

Workers’ home addresses and any other personal contact information including but not limited to phone numbers, emails, social media accounts etc. will be flagged on a “do not send” list. If a client starts mailing letters or directing other communications to worker’s home addresses or other personal forms of contact, those letters or communications will be confiscated. The County and the Association agree not to interfere with the rights of employees to become members or refrain from becoming members of the Association. The County and the Association further agree that there shall be no discrimination against any employee as a result of an employee’s membership status or activity in the Association, provided, that such activity does not interfere with the effectiveness or efficiency of County operations.

2. Rules

The County agrees to furnish each employee in the bargaining unit with a copy of all existing work rules thirty (30) days after they become effective. New employees shall be provided a copy of the rules at the time of hire.

3. Changes in Existing Conditions
The County will solicit and be receptive to the input of the Association regarding any changes in working conditions (including but not limited to increasing workload, changing work schedules, changing work locations, safety protocols, staffing....) proposed by the County.

4. Supremacy of Contract

To the extent allowable by law, whenever a conflict arises between this Agreement and Multnomah County Code 3.10 or its successor, this agreement shall prevail.

5. Drug and Alcohol Policy and Procedure

The County’s Alcohol and Drug Policy and Procedure is attached hereto as Addendum C and is deemed part of this agreement.

By this reference, the definitions contained in Addendum C are made a part of this Agreement.

6. Contract Orientation and Distribution

   A. Within thirty (30) days of the signing date of this Agreement, the County will supply the Association with sufficient copies of the Agreement for distribution to all members of the bargaining unit.

   B. As a part of a new employee's orientation, he or she shall be provided with a copy of the Agreement and names of bargaining unit representatives.

   C. New Hire Orientation
The County shall provide paid release time to one (1) nurse member of the Association to attend Department new employee orientation sessions. The member shall be allowed thirty (30) minutes to discuss Association membership and activities with newly hired employees. The County will notify the Association bargaining unit chairperson or designee of the schedule for Department orientation sessions.

7. Safety Inspection

Multnomah County is committed to providing a safe and healthful workplace. The County is committed to following Administrative Procedure RSK-15, Injury and Illness Prevention Plan, that governs the development and implementation of management’s commitment to employee safety and health to comply with the self-insured requirements of OAR 437. The Health department specific plan includes frequency of inspections, safety committee requirements, and avenues to identify and mitigate conditions which jeopardize the safety and health of nursing staff. ONA-represented nurses are encouraged to participate in the safety committees that are organized within each County worksite. Nursing specific safety concerns should be brought to NERC for review and recommendation. Subject to the requirements of ORS Chapter 192 (Oregon’s Public Records Laws) as well as patient right of access to their medical records, the County will employ its best efforts to avoid disclosing records that include, employees’ last names, home addresses, their marital/relationship status and sexual orientation. Employees should help protect their personal information by listing their work contact information on any professional licensure, registration, or other work-related communications, and by taking steps to limit their personally identifiable information on social media and other public platforms.

8. Professional Nursing Care Committee

A. The parties agree to support the Professional Nursing Care Committee (PNCC) as a resource. 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.
B. The PNCC shall be composed of a minimum of two (2) employees from each job class in the bargaining unit, who are Association members in good standing. The two (2) employees from each job class shall be from different divisions. The PNCC will meet for four (4) hours every other month. One (1) of these hours will be planning time for ONA representatives only. The PNCC representatives will be released from their assignment to attend the meetings.

C. The PNCC will develop an emergency plan with administration for staffing and patient care in the clinics and corrections facilities when minimum staffing cannot be met.

9. Contract Work

A. Unless mutually agreed, the County will not contract out or subcontract any work now performed by employees covered by this Agreement when such would result in layoff of any bargaining unit employee(s) and the County is unable to find suitable or comparable alternate employment for the employee(s). However, this provision shall not apply to contracting out or sub-contracting work when such was anticipated and considered as a part of the budgeting process and when the Association Representative has been notified of the specific plan and its probable impact at least thirty (30) days prior to adoption of the annual executive budget or formal Board consideration of budget modifications.

B. The County agrees to meet with the Association to discuss the effect of proposed contracting out or sub-contracting prior to the presentation of the proposal to the County Chair or Board for formal action.
C. The County further agrees to meet with the Association at its request, to explore the alternative of work force reduction by attrition.

10. Loss of Personal Property

An employee who suffers loss of personal property arising out of the performance of their duties and who has their claim for reimbursement denied by the County, may submit such claim to the Department Human Resources Manager or their designee(s) for review at the next County-Association meeting. In no event will payment be made when the employee's loss is recoverable through any insurance claim available to the employee. Approval of claims shall be subject to agreement by both the Association and the County.

11. Scope of Practice

The County and the Association support nurses practicing within the scope of their license as defined by the Oregon State Board of Nursing and within the job requirements of their position.

The Association may bring to the County’s attention any concerns with staffing that it believes would put a nurse in a position where they may work outside of their scope of practice.

To that end, the County agrees to develop staffing models with different skill mixes so that nurses are not put in the position of having to work outside their scope.

12. Minimum Staffing

At a minimum, the County will staff one CHN and one LPN for every two (2) fully paneled providers in Integrated Clinical Services (ICS).