Contract Rollover Update

Last month, our membership completed a survey and voted to roll over the current ONA/Multnomah County Health Department (MCHD) contract, albeit with the caveat that we would negotiate side letters regarding:

- Hazard compensation (working during social unrest downtown, working in extreme weather conditions during a pandemic and more)
- New positions and programs (in progress)
- Workday system and timekeeping issues (see survey on page 2)

After reviewing survey comments and discussing other current issues, we decided that we also need to address these concerns:

- NP/PA retention. Dedicated administrative time for non-direct patient care
- Harassment-free workplace language

After relaying our interests to human resources, they said we may just need to open the contract. This is concerning to us as we feel these issues do not require a contract reopening.

On March 11, we asked human resources for dates to discuss these side letters, making it clear that we do not need full days to dedicate to this. As of March 19, human resources has not provided us any dates.

The agreement to rollover would consist of an extension of the current contract by one year, expiring June 30, 2022. Everyone in the unit would receive a cost-of-living adjustment (COLA) based upon the cost-of-living index. Once we have the COLA information in writing, we will be sharing it with you.

Run for an ONA Statewide Position

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live.

High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open through March 22.

To learn more and complete your Consent to Serve form to declare your candidacy, visit:

www.OregonRN.org/elections
Workday Survey

We are concerned about the Workday payroll system issues that our members have been experiencing. In some cases, our members are getting notified of significant overpayments for inapplicable premium pay and differentials many months (or longer) after the fact. We suspect there could be underpayments as well, however human resources have not reported those to us.

We know that if the errors are caught early there is time to mitigate the problem. In doing some research of other health care facilities who use Workday, we know that it is possible to fix pay issues within days. We believe the MCHD can do much more to be prompt in catching overpayments and fixing these issues before workers are paid.

Please take a moment to fill out our Workday survey. This will help guide us in developing a side letter to address these issues.

Take the survey here: www.surveymonkey.com/r/2021MCHD-Workplace

Meet New Labor Rep, Jocelyn Pitman

Our new ONA labor representative is Jocelyn Pitman. Jocelyn has been working at ONA for four-and-a-half years, most recently in the Providence system. She has 14 years of experience working in the labor movement, most of which has been in health care, and has been the lead negotiator for eight contracts, settled multiple grievances and has organized successful nurse actions.

Jocelyn has been a Portland resident for 20 years. She is originally from the Bay Area, where the union movement is strong. Jocelyn is married with an eight-year-old and two stepchildren in college. Her family has two cats, an energetic puppy and three chickens. She enjoys mystery novels, running, hiking and the ocean.

ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.oregonrn.org/event/2021BULC for more details as they are finalized.