MEMORANDUM OF AGREEMENT

ONA - One-Year CBA Extension

I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter referred to as "MoA") are Multnomah County, Oregon (hereinafter referred to as "County"), and Oregon Nurses Association (hereinafter referred to as "ONA").

II. Background

A. On January 29, 2021, ONA notified the County in writing of its intent to modify, amend, and/or terminate the parties Collective Bargaining Agreement (hereinafter referred to as "CBA") through successor negotiations.

B. The COVID-19 Pandemic and continuing State of Emergency has caused the parties to re-evaluate plans for successor CBA negotiations and the parties bilaterally determined it would be beneficial to reach a short-term successor agreement of one year.

Now, therefore, the parties mutually agree as follows:

III. Terms of Agreement

1. A one-year CBA extension with the term of July 1, 2021 to June 30, 2022, as follows:

   a. A one point six percent (1.6%) COLA retroactive to July 1, 2021; and

   b. One-Time Carry Over of Saved 2021 Juneteenth Holiday

      i. On a one-time only basis, ONA employees may carry over their saved Juneteenth holiday from fiscal year 2020-2021 to fiscal year 2021-2022, in addition to the Memorial Day holiday that an ONA employee can carry over in accordance with Article 7, Section 5. of the 2018-2021 CBA.

      ii. ONA employees whose 2021 Juneteenth holiday was saved and paid out in accordance with Article 7, Section 5 of the 2018-2021 CBA will be surveyed via email to determine if they would like to repay the Juneteenth holiday and have the Juneteenth holiday added back to their Saved Holiday bank for use during fiscal year 2021-2022.
iii. Saved holiday time not utilized by June 30, 2022, except for the 2022 Memorial Day holiday, which can be carried over to the following fiscal year (2022-2023), will be paid to the employee at the employee’s base rate in accordance with Article 7, Section 5 of the 2018-2021 CBA.

iv. The parties agree that this one-time carryover of the Juneteenth holiday for fiscal year 2020-2021 does not establish a precedent, custom, or binding past practice outside of the terms of this MOA.

2. Following ratification of this MOA, the parties will schedule dates and times to begin negotiations for a successor CBA in October 2021, with aspiration to reach Tentative Agreement and ratification in advance of June 30, 2022.

Agreed to this 7th day of July, 2021.

For the Union:  
For the County:

Jocelyn Pitman  
Labor Representative  
Oregon Nurses Association  

James J. Opoka  
Labor Relations Manager  
Multnomah County