Our Oregon Nurses Association (ONA) bargaining team proposed substantive ways to address staffing and workload issues, which we feel is the most important way to improve recruitment and retention. Although Multnomah County Health Department (MCHD) say they care about recruitment and retention, they rejected our proposals seeking to address staffing and workloads.

For Nurse Practitioners and Physicians Assistants, we proposed:

- A cap of patient panels at 110 percent
- A cap on the number of patient visits per day, unless the NP/PA agrees otherwise
- Blocked time for each provider in-basket covered
- Administrative time to address care requests not associated with provider visits

All of these were rejected by MCHD without a counter proposal.

Additionally, we proposed making rest and meal breaks MCHD’s responsibility. This would ensure everyone can take a break without impacting patient care, as a key way to affect staffing. This was also rejected by MCHD. Moreover, in a number of recent communications, they doubled-down on putting the onus on staff to take breaks.

We share MCHD’s concern for their finances, but how much does it cost when so many nurses and providers quit after only two or three years? If nurses and providers were given better incentives to stay, how much would MCHD save in the long run? How else would MCHD benefit from being considered an employer of choice by quality nurses and providers?

**MCHD Proposed Retention Bonus for Corrections**

We proposed retention bonuses for all ONA represented staff, but MCHD proposed a Memorandum of Agreement (MOA) for a pilot program for Corrections Health only:

- A $2,000 bonus after one year of continuous employment in Corrections
- A $3,000 bonus after three years of continuous employment in Corrections

However, the retention bonus program they proposed will be prorated based on Full-Time Equivalency (FTE), so corrections nurses would have to be a 1.0 to receive the full amount.

MCHD also increased paid leave for education for LPNs to be equivalent with CHNs.

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To look at all proposals in detail, see the ONA/MCHD page: https://www.oregonrn.org/page/74

Membership Meeting!

Our bargaining team is willing to keep negotiating until we win a great contract that will improve recruitment and retention, but we can’t win with just good arguments and data. History shows that when union members are united and willing to do what it takes, they win. It is time for us to come together, discuss our top priorities, and make a plan of action.

Membership Meeting
Thursday, Sept. 20
6:00 - 8:00 p.m.
10301 NE Glisan St
Portland 97220
The community center at
The Immigrant and Refugee
Community Organization (IRCO)

2019 ONA NURSE LOBBY DAY

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

- Meet your state legislators
- Learn more about 2019 legislative issues that affect nurses and our patients
- Learn how to effectively lobby decision makers
- Advocate for priority legislation and issues like patient health care access, workplace safety and advanced practice scope
- Receive continuing nursing education contact hours

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.