For nurses and providers at Multnomah County Health Department (MCHD), patient care is the top priority. We know that when we can recruit and retain quality staff, we can deliver excellent patient care. With that in mind, there are fundamental issues that need to be addressed, and for which we have proposed real solutions.

But MCHD made it clear that they wish to maintain the status quo - with a few tweaks. Their mantra at the table seems to be, “The County is not interested in doing that.” If we were to agree to their proposals right now, it would mean the revolving door will continue, and MCHD will continue to be a taxpayer subsidized training ground for health care workers.

On Wednesday, August 29, MCHD gave us more responses to our initial proposals. Here are a few of the key items:

- We proposed changing the on-call premium from $2 to 10 percent, which would help us recruit and retain a pool of experienced on-call nurses. MCHD rejected it.
- We proposed increasing vacation accrual. MCHD rejected it.

We proposed increasing sick leave accrual. MCHD rejected it.

On the Oregon Nurses Association (ONA) side, we responded to their outright rejection of our proposals to limit Nurse Practitioner (NP)/Physician’s Assistant (PA) workloads with some modifications. The bargaining team stressed that:

- NP/PA workloads are a matter of patient safety.
- MCHD’s focus on more patient visits is not the only, nor most effective, way to generate more revenue for the county.
- MCHD should make quality a higher priority than quantity. A better way to increase revenue is for us to have more time to spend with complex cases, more administrative time for coding, and to retain experienced NPs/PAs who can better code for complex cases.
- We can no longer carry a broken healthcare system on our backs.

To view all the proposals in detail, go to the ONA/MCHD page:
https://www.oregonrn.org/74

As with all employers, MCHD will hold
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their line as long as it’s comfortable for them; in order to win, we have to take collective action and make it uncomfortable for MCHD to stick with the status quo.

We have the history and experience of unions everywhere, whose wins and losses depended not on good arguments and data, but the willingness of the people to stand united, tell their stories, and take action.

That is why it is time for us to come together, discuss our top priorities, and make a plan of action. Check your email in the coming week for more details.

### 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.