We met for our third bargaining session on Nov. 15, 2021. We tentatively agreed to the last version of ground rules, which can be found on bargaining unit webpage, [www.OregonRN.org/MCHD](http://www.OregonRN.org/MCHD). This version allows observers to attend virtual bargaining and allows us to go to the media if needed, which we previously disagreed on.

We gave them three proposals: vacation leave, savings clause and funding and replacing employees on leaves.

- On the vacation leave proposal, we proposed higher vacation accrual rates, which mirror AFSCME Local 88 physician vacation accrual scale.

- On savings clause and funding, we added language regarding reviewing the employee churn rate (turnover) and the costs associated with people leaving.

- On replacing employees on leave, we proposed language that would allow temporary positions, additional hours and overtime to be offered to fulfill that leave.

“Our want the County to be a competitive and desirable place for nurse practitioners and physician’s assistants to work and are proposing that vacation and education accruals have greater parity with the physicians’ contract. We recognize the extraordinary toll that short staffing is taking on our fellow members. We want to hold the County accountable to filling vacancies, including temporary ones, to reduce burnout, improve morale and recognize the ever-growing workload of community health that cannot be safely managed by a skeleton crew.” Claire Contreras (She/Her pronouns), Grievance Chair ONA, HIV Health Services Center, CHN.

Management responded to three of our proposals that we gave them in the last two sessions. They gave us a counterproposal on employment status, holidays and the disciplinary action articles.

- On the employment status article, they agreed with our two weeks-notice proposal for resigning from the County but proposed that nurse practitioners and physician assistants give 90 days-notice. They did not agree to our proposal on exit interviews.

- On holidays, they accepted our proposal on adding Juneteenth as a paid holiday and it being allowed to rollover but did not agree to adding Indigenous People’s Day.

- On the disciplinary action article, they accepted it to now be called corrective action. They accepted some of our proposed language related to progressive discipline but not all of it. They also overlooked our removal of the language related to oral and written reprimands being...
Three Proposals Presented (continued from page 1)

carried through the first and second steps of the four-step grievance procedure.

We are working on other proposals (Professional Development, Hours of Work, Wages and more) that we plan to give to management in the next two bargaining sessions, scheduled for Monday, Dec. 13 and Monday, Jan. 10. If you are interested in observing either of these sessions, please let your labor rep know by emailing her at Pitman@OregonRN.org.

We will have all of the proposals on your ONA webpage here, or go to www.OregonRN.org/MCHD. “We want working at the County to be something that people can and want to do for many years” Alex Fortune (They/Them pronouns), ONA Treasurer, East County CHN.

Membership Matters

Becoming a member now is more important than ever! Having high membership during bargaining is critical to our success.

Unions with high membership get better contracts. If you haven’t joined yet, please scan this QR code to sign up. If you have any questions, please do not hesitate to ask one of your union officers or labor rep for any questions. Link, or go to www.OregonRN.org/Apply.

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient's health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org.