We met with the County administration on Monday, Feb. 7, 2022. We made some progress in our proposals, however, we did not tentatively agree on any contract articles.

These are the proposals we worked on:

**Professional Development**

- We added language regarding conferences and tuition reimbursement. We proposed that every LPN and CHN would receive one County-paid conference per year including hotel, travel and meal accommodations.

- We used OHSU's policy on education reimbursement as our guide to this proposal:
  1. Undergraduate students will be reimbursed up to $1600 per year.
  2. Graduate students will be reimbursed up to $4800 per year.
  3. Workers will submit for reimbursement within one year of successful course completion. Successful course completion is a grade C or above. Reimbursements from the County will be provided within one month of paperwork submission.

**Holidays**

- We maintained that Indigenous People’s Day should be a paid holiday.

- The County responded that while the governor and president did declare Indigenous People’s Day a holiday, they did not deem it a paid holiday.

- The County added language regarding holidays during leaves to be in compliance with the law. We need to fact check this information.

**Seniority, Layoff and Filling of Vacancies**

- For 9.5-month student health center employees, we agreed with most of their language proposal relates to vacation however did not agree to the caps they proposed on vacation days permitted during the school year.

**Employment Status**

- We are getting closer to reaching agreement regarding NP and PA notice of resignation. The County still wants 90-day notice, but they removed the repercussion of losing your accumulated vacation, holiday and sick leave benefits. They added that failure to give 90 days’ notice may be reflected in references to future employers.

- We are working together to reach agreement on exit interviews.

**Vacation Leave**

- We maintained that we should have the same vacation leave accruals as physicians and managers. We explained this would be in alignment...
with their equity policy and is an important measure to reduce burnout, reduce stress and increase job satisfaction.

Floating

► We did not agree with any portion of their floating proposal. We explained that we need to see some movement on our staffing and economic proposals first.

Corrective Action
(formerly disciplinary action)

► They finally agreed to remove demotion and reduction in pay in this section. They agreed to expand the corrective action levels to include a written warning (formerly written reprimand) and final written warning.

► We are pretty close to agreeing to this article however they still want to hold onto language stating you cannot carry a grievance past step two for oral or written warnings.

Backfilling Long Term Leaves

► They agreed to most of our proposed language on replacing people on long term leaves of 90 days or greater.

Definitions

► The County is maintaining their stance on wanting to change the initial trial service period to one year.

► We are still working on coming to an agreement on language around transfers and classification changes having a trial service period of 120 days.

All proposals can be found on your webpage: www.OregonRN.org/MCHD.

We are feeling that it was a productive session and are hopeful that we will continue to have healthy dialogue. We are encouraging them to talk about the most important topics, such as wages and staffing, so that we can retain our current members. In addition, we know we can help the County with their recruitment of nurses and PAs by the comprehensive proposals we have given them.

We encourage you to come observe our bargaining sessions. We will be meeting with the County again on Thursday, Feb. 24, 2022, between 9 a.m. – 4 p.m.

Please email our labor rep Jocelyn at Pitman@OregonRN.org or one of our officers for the link to the meeting. Even if you can come on one of your breaks, that would be of help. When our members observe, we tend to make progress in negotiations.

ONA Convention & House of Delegates, May 17-19, 2022

The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is Stand Up, Rise Up, Celebrate! The Power of Our Profession.

The past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward.

Together, we can stand up to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can rise up and build a better health care system that values caregivers and patients. Together, we can celebrate our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19) that delve into topics such as equity in health care, racism as a public health crisis, building collective power, safe nurse staffing, and so much more.

Convention & House of Delegates Registration is now open (click here). Or go to www.OregonRN.org and follow the link.