ADDRESSING ISSUES WITH WORKDAY, POTENTIAL BUDGET CUTS, AND OUR JULY 1 COLA

Workday Grievance

Workday is causing a high level of stress and frustration across the county, so a grievance was filed on behalf of all ONA-represented employees of Multnomah County Health Department (MCHD) which involves a multitude of issues. With recent news of cuts and potential layoffs, it’s infuriating to many that the county spent precious resources to purchase and implement a system that doesn’t work, knowing they will have to spend even more to fix it.

The issues with Workday we’ve collected include:

- Lack of clarity on paychecks, which means employees can’t know if pay or withholdings are correct.
- Time codes are not available to bill hours correctly, nor do support staff have correct information for workarounds.
- Part-time employees can’t use their holidays appropriately.
- Saved holidays are prorated for full-time employees (0.8 FTE employees are only getting 6.5 hours, 0.9 FTE only 7.2 hours).
- Vacation time has been taken away from people who are nearing their max accumulation, but haven’t yet reached it.
- Scores of employees across the county are being paid incorrectly. Many are underpaid, especially when overtime is concerned. Others are overpaid, which means they have to pay the county back for a mistake the county made.
- A poor process for addressing Workday issues. Employees must submit a Google form, but cannot keep a copy for themselves, and response has been poor or nonexistent. It’s hard or impossible to reach someone by phone or email to ask questions, and even when they reach someone that person often does not understand the ONA/MCHD collective bargaining agreement. Employees who work evenings and nights have to navigate this system on their own time.
- There are more vacancies than usual in corrections due to an inability by the county to post positions because of Workday. Corrections is more acutely short-staffed than usual, which means more mandates, which may exacerbate already existing retention issues.
- Difficulty requesting vacation, sick, and continuing medical education (CME) time off, and poor (or no) responses to time off requests.

Continued on page 2
We demand acknowledgment of these issues and a concrete timeline for issues to be fixed. Until such issues have been fixed in Workday, we want more support staff to respond to individual concerns and requests in a timely manner.

*If you have additional issues or concerns about Workday, please send them to Brian Howard at Howard@OregonRN.org.*

**Updates on the Budget**

Right now there is talk of budget cuts and potential layoffs in the Multnomah County Health Department. This is an especially stressful time for all of us. It is crucial in moments like these that we stay unified and support each other. We wish the services we provide were valued more highly in our society, but we have resources and advantages that might mitigate or change this current course of events.

1. **Nothing is definitive yet.** Although we are certain that there will be cuts in some places, the extent to which those cuts affect the health department is still fluid.

2. **We are a union,** which means we are an organized group who can advocate for ourselves and our clients with a strong, unified voice.

3. **We are nurses,** which means we have a high amount of respect and credibility in the community. When we combine that with our collective power as a union, we have a substantial ability to affect change.

4. **We have a contract,** which means that if worse comes to worse and there are layoffs, we have a set procedure to be as fair and transparent as possible. Employees who don’t have union representation usually find out they are being let go suddenly on that day with no reason or recourse. We have until June before potential layoffs begin.

There are a number of ways that we can take action before the final budget is released at the end of May. Your ONA nurse leaders will have meetings with MCHD human resources every two weeks to get updates and ask questions. We’ll send out regular updates to ONA/MCHD nurses throughout the coming weeks and months, including actions, lobbying, and other ways of stopping or mitigating the affects of budget cuts.

MCHD human resources has communicated directly with every individual who may be impacted by layoffs.

There will be more information soon, but if you have questions about what the reassignment, bumping, and layoff procedure might look like, read Article 14 of your contract. You can find a copy of the ONA/MCHD contract on the ONA website by CLICKING HERE, or go to: www.OregonRN.org/page/74. (See a summarized version of Article 14 on page 3 of this newsletter.)

Here is the developing timeline:

**MARCH**
- Knowledge, skills, and abilities (KSA) freeze
- March 4: New seniority list released for 30-day review
- March 12: General fund forecast update

**APRIL**
- Hiring "chill"
- April 4: Final seniority list posted
- Discussions of bumping scenarios
- April 15: Voluntary Retirement Program (VRP) solicitations sent out
- April 30: First public hearing regarding overall budget at the Multnomah County building
- May 8: Second public hearing regarding public safety at the Multnomah County building
- May 12: Voluntary layoff applications due
- May 14: Third public hearing regarding human services at the East County office*
- May 3: Voluntary layoff solicitation sent out
- May 15: Voluntary layoff applications due
- May 14: Third public hearing regarding human services at the East County office*
- May 15: Second public hearing regarding human services at the Immigrant & Refugee Community Organization (IRCO)
- May 21: General fund forecast update
- May 22: Fourth public hearing at Roosevelt High School
- May 30: VRP applications due
- May 30: Final budget adopted
- Finalization of reassignment and bumping options

*Although there will be other opportunities before May 14, we should make sure to have a large ONA presence at this public hearing.

Continued on page 3
JUNE

- June 7: VRP decisions communicated
- June 14: Last day of notices of reassignment, bumping, or layoffs

Our Upcoming Cost of Living Adjustment (COLA)

The purpose of our annual COLA is to allow our wages to keep up with the increasing cost of living. In the Portland area, the cost of living has become more acute in recent years. As of 2019, our COLA is determined by the CPI-W West - Size Class A Index, which includes only similarly sized cities in the same geographic region that are currently experiencing the same strong, sustained economic expansion (as well as housing price appreciation).

Portland’s cost of living is measured alongside Los Angeles, Los Angeles suburbs, San Francisco, Seattle, San Diego, Honolulu, Anchorage, Phoenix, and Denver. In this year’s CPI-W West - Size Class A Index, the report came in at 3.9 percent, which means our COLA on July 1 will be 3.9 percent.

The new seniority list is now posted in the Commons. If you have a dispute with your seniority, please email Howard@OregonRN.org as soon as possible (and no later than March 29). Log into the Commons by CLICKING HERE, or go to: www.Multco.US/Multnomah-county/employees

This is a very simplified version of the order of bumping and layoffs. For critical details (like KSAs etc.), see the full Article 14 (available on the ONA/MCHD bargaining unit webpage).

First: Within Work Unit
1. Reassignment to an available vacancy in the same work unit, classification, and FTE status.
2. If no vacancy is available they can bump least senior person.

Second: Within Department
3. Bumped employee will transfer to vacancy within department.
4. If no vacancy is available they can bump least senior person in the department.

Third: Within the County
5. Bumped employee will transfer within the county.
6. If no vacancy is available they can bump the least senior person in the county.
7. If there is no position to bump into, they will be demoted to a vacancy in the highest lower classification they are licensed.
8. If no vacancy is available, they can bump the least senior person with the highest lower classification.

Fourth: Layoff
9. If none of the above are possible the employee will be laid off.

Current Work Units
- Public Health Division (not to include Communicable Diseases or Family & Child Health)
- Communicable Diseases – Public Health
- Family & Child Health – Public Health
- Integrated Clinical Services (ICS) Division
- Mental Health and Addiction Services Division
- Corrections Health
- School-Based Health Centers – ICS. Excludes:
  - School and Community Oral Health Program (to be considered part of ICS work unit)
  - School-Based Mental Health (to be considered part of Mental Health unit)
- Administration, Business & Support Services (Office of the Director, Health Officer, Business Services, Human Resources, Director of Nursing Practice)
2019 Statewide Elections

As of March 1, ONA members can vote in the 2019 ONA Statewide Elections.

Active elections are a sign of a healthy organization and we are excited to see so many nurses engaged in helping shape the future of ONA.

Make sure you review the candidates and cast your vote to help elect the next group of ONA leaders.

Voting Process and Details

ONA uses Election-America as the service provider for our 2019 ONA Statewide Election.

- You will receive an email or postcard from Elections-America with your voting verification information: an election code and voting pin number.
- Visit https://vote.election-america.com/ONA to enter your verification information and cast your vote.

For technical assistance, please contact Election-America at Help+ONA@election-america.com.

For questions regarding your membership or election guidelines, please contact ONA at ona@oregonrn.org.

Visit www.OregonRN.org/2019Election to see the full list of candidates.

The election closes at noon on April 15, 2019.