In June 7 our Oregon Nurses Association (ONA) bargaining team finished presenting all new proposed language - now it’s up to all of us to help win it for our new contract.

Our bargaining team's intention behind all proposals is to address recruitment and retention; because excellent patient care depends on attracting talent and keeping the great staff we have now.

We know there are financial limitations on Multnomah County Health Department (MCHD), but we also think that not raising standards will be more expensive in the long run. It’s clear to us that better staffing, more continuity for patients, and less turnover will help MCHD thrive. We are certain that MCHD will ultimately be in a better financial position if they invest more in their staff now.

Here is a breakdown of all our proposals. To read the full red-line proposals, go to the ONA/MCHD webpage oregonrn.org/page/74.

**Compensation**

- 4 percent across-the-board increase on July 1, 2018
- Minimum increases of no less than three percent (or $1 an hour, whichever is greater) in 2019 and 2020
- Eveningshift differential increased to $4 an hour
- Night shift differential increased to $7 an hour
- Corrections premium changed to 17 percent (which will result in a significant increase)
- Double time for hours worked in inclement weather
- Premium for on-call nurses in lieu of benefits changed to 10 percent (which will result in an increase)
- On call nurses will qualify for overtime
- Layoff severance for NPs and PAs (equivalent of 90 days pay), due to particularly long employment transitions
- Overtime eligibility for on-call
- Overtime more than 8 hours in a 24-hour period from start of shift
- Corrections nurses should be eligible for overtime
- Retention bonus of $2,000 after 2 and 4 years of continuous employment
- Vehicle reimbursement increase to $100 full-time/$50 part-time
- Preceptor pay now available for precepting students and agency nurses
- Added Kaiser, King County, and Pierce County and removed Clackamas and Washington Counties for market adjustment comparables
- Market adjustment will be applied to all job classes
- No one will be placed on a lower step than a new hire

*continued on page 2*
All ONA Proposals are on the Table

continued from page 1

**Staffing/Workload**
- For NPs and PAs: Cap patient panels at 110 percent
- For NPs and PAs: Cap the number of patient visits per day, unless the NP/PA agrees to add-on an extra patient.
- For NPs and PAs: Blocked time for each provider in-basket covered.
- For NPs and PAs: Have administrative time to address care requests not associated with provider visits.
- Make it MCHD’s responsibility to ensure everyone can take a lunch or rest break without impacting patient care - a key way to address staffing
- Missed lunch and rest breaks are to be compensated
- Added job share language
- Three hour notice for all mandates

**Vacation/Holiday/Leave**
- Increased paid leave hours for LPNs (parity with Community Health Nurses (CHNs))
- Increased vacation accrual by 2.0, for actual hours worked rather than pro-rated no maximum
- Deleted vague language allowing management to cancel vacations
- Adding the day after Thanksgiving as holiday
- Changed “8 hours” to “one day” of flexible holiday time, to reflect various workdays
- Cleaned up holiday pay language
- Flexible holiday time can be used any time of year
- Added “cultural” to “religious holidays”
- Deleted “Irregular Scheduling” language
- Increase in sick leave accrual from .0461 to .075, with added health conditions covered, including mental illness
- Increased bereavement leave from three to five days
- Increased paternity leave from six months to up to one year

**Staff Development**
- A new Staff Development Fund $275 per nurse for education and conferences
- Paid education leave from LPNs now equivalent with CHNs
- Tuition reimbursement for LPNs to become RNs
- Tuition reimbursement for all courses required for license
- Turnaround time for reimbursement within 30 days
- Solidifying the Professional Nurse Care Committee (PNCC) in the ONA contract.
- Ensuring nurses practice to the full scope of their license.
- Performance evaluations that are specific to various kinds of work, with space for feedback for management

**Other Items**
- MCHD to inform ONA of non-ONA represented nurses, to stay informed on organization
- LPNs are full members, to reflect new ONA bylaws
- No limit to bargaining team - up to nine members will be paid, regardless of schedule

We are Signing a Petition!

We all want to win a great contract, but that never happens with just well-reasoned arguments at the bargaining table—it happens when we show MCHD that we are united and willing to stand up for higher standards. This starts with a public petition. Feel free to print a copy, sign it and circulate among your co-workers. Bargaining team and contract action team members will be circulating copies as well. You can always scan and email copies to your labor relations representative, Brian Howard, at Howard@OregonRN.org.

Click here for the petition.

MCHD also gave proposals, mostly status quo for wages and some changes to our health benefits. We will discuss in greater detail the proposals in a subsequent newsletter, but for now visit the ONA/MCHD web page for proposals.