Multnomah County Bargaining Update #2

The Oregon Nurses Association (ONA) bargaining team had our second bargaining session with Multnomah County Health Department (MCHD) administration on Wednesday, April 26, 2018, and presented our first set of proposals.

Highlights of the proposals:
- Increase in vacation accrual, based on hours worked, with maximums eliminated
- Increase in sick leave accrual, with added health conditions covered, including mental illness
- Increase bereavement leave
- Performance evaluations that are specific to various kinds of work

The priorities of our bargaining team are to raise standards and improve patient care, which includes goals to better recruit and retain quality staff. These proposals are a big first step toward those goals. See full ONA proposals here

The MCHD administration presented proposals to change contract language to reflect a greater emphasis on inclusivity. The only substantive change that they proposed was to add time for management to respond to grievances. See full MCHD proposals here

We had our first tentative agreement on one proposal with inclusivity language changes. See full tentative agreements here

The ONA bargaining team continued to discuss ground rules—specifically whether members can donate vacation hours for the bargaining team. Labor relations is investigating how to make this possible and we expect to hear back about this at the next session.

Per the ground rules, we have three more sessions in which to present additional proposals. Highlights of our remaining priorities are:
- Increasing wages to recruit and retain excellent staff—including a more equitable system of step increases.
- Maintaining our benefits. Addressing issues in corrections—including differentials and changes to inclement weather policies.
- Addressing issues for licensed practical nurses (LPNs)—including scope of practice issues
- Addressing issues of workload for Nurse Practitioners (NPs)
- More time and resources for education
- Ability to take real breaks and lunches
- Updates to layoff language
- Adding language regarding the PNCC

Our next session is May 10.

Membership Meeting, May 14

Join us for a membership meeting! This is for all Contract Action Team (CAT) members, stewards, or any members who want to be involved in building our union.
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built-in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but it can also unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled**: Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email**: ONA does not have an email on file for you.
3. **Bad Email**: ONA has an incorrect or outdated email on file.
4. **Blocked**: Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out**: You have opted out of receiving emails.
6. **Work Email Filters**: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails**: Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA**: To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.

Come meet with our bargaining team and make a plan to win.

Be sure to visit the Multnomah County bargaining unit page for more updates and information.

### Membership Meeting
Monday, May 14
7:00 p.m.
3645 SE 32nd Ave.
Portland, OR 97202