Our main theme for winning a good contract this year is recruitment and retention.

We are dedicated to the Multnomah County Health Department’s (MCHD) mission in our community, and we strongly believe that recruiting and retaining quality staff is the most important part of fulfilling that mission. Great patient care is dependent on the skills and experience of those providing the care, thus the health of the community is dependent on how well the MCHD can recruit and retain staff.

Better recruitment and retention means better patient outcomes, that means the overall community we serve is healthier, which allows the MCHD to thrive and even expand its mission and services.

One of the biggest issues (if not THE issue) holding back recruitment and retention is workload. Workload issues were primary among the concerns in our membership surveys and is a top priority for our bargaining team. Another priority is staff development.

On Tuesday, May 22, we gave the MCHD proposals to help address workload issues and improve staff development.

Highlights of those proposals:

- Language specific to Nurse Practitioner and Physician’s Assistant workload issues (see Marcus Cooksey’s explanation on page 2)
- Making rest and meal breaks the MCHD’s responsibility to ensure everyone can take a break without impacting patient care—this is a key way to address staffing
- Job share language
- Increased paid leave hours for licensed practical nurses (LPNs) (parity with community health nurses)
- A new Staff Development Fund! Money for every employee for education and conferences
- Tuition reimbursement for LPNs to become registered nurses

Continued on page 2
New Proposals Address Workload and Staff Development

- Turnaround time for tuition reimbursement within 30 days

To read all the proposals, visit the ONA/MCHD web page (www.oregonrn.org/74).

"NP's and PA's represent the majority of medical providers for Multnomah County. We are doing the lion's share of primary care as well as much of the specialty care for our community. Yet turnover remains extremely high, particularly in Primary Care clinics. The costs to County Taxpayers of NP/PA turnover is high, some studies showing >$250,000 per experienced provider lost.

The status quo is failing our community. That's why we presented proposals to address workload, related to 4 areas of concern:
1) Create a cap of patient panels at 110%.
2) Cap the number of patient visits per day, unless the NP/PA agrees to add-on an extra patient.
3) Have blocked time for each provider in-basket you cover.
4) Have administrative time to address care requests not associated with provider visits."

--Marcus Cooksey, Nurse Practitioner, Mid-County Clinic

WE NEED YOUR SUPPORT AND INPUT!

All members, especially stewards and contract action team members, are encouraged to come to our next meeting.

Monday, June 11, 2018
7:00 pm
AFL-CIO Building
3645 SE 32nd Ave., Portland OR 97202
Downstairs

Highlights of Proposals Given in Prior Sessions

- Solidifying the Professional Nurse Care Committee in the ONA contract.
- Ensuring nurses practice to the full scope of their license.
- Strengthening our holiday language, including adding the day after Thanksgiving.
- Increase in vacation accrual, based on hours worked, with maximums eliminated
- Increase in sick leave accrual, with added health conditions covered, including mental illness
- Increased bereavement leave
- Performance evaluations that are specific to various kinds of work

Again, for all proposals, visit the ONA/MCHD web page (www.oregonrn.org/74).