MCHD Bargaining Update #1

We met with Multnomah County administration on October 18, 2021 to begin negotiations on our successor contract. We put four proposals on the table, along with a counterproposal of their proposed ground rules.

In our version of the ground rules, we wanted to ensure there were no limitations on contact with the media, that virtual observers (members like you) could be silently present and that nurses will be paid to bargain whether they were scheduled to work on the day of the session or not. You can see the full proposal here: GROUND RULES DOC

In our general provisions article, we proposed extensive language regarding harassment, protecting nurses personal information, safety inspections, what working conditions are mandatory subjects of bargaining, and creating staffing models to address potential scope of practice issues. You can see the full proposal here: GENERAL PROVISIONS ARTICLE

In our holidays article, we proposed adding the Juneteenth and Indigenous People’s Day holidays to our list of paid holidays. You can see the full proposal here: HOLIDAYS ARTICLE

In our employment status article, we changed the notice period for resignation to two weeks advance notice and added language regarding

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exit interviews. You can see the full proposal here: EMPLOYMENT STATUS ARTICLE

To address the ongoing concerns of the lack of hazard pay, we wrote a proposal based largely off of what the State of Oregon workers recently agreed to. Our ask is to pay people who have been subject to working in close proximity to others during the pandemic a bonus that ranges between $1050 and $2125 based upon hours worked and overtime hours. This would be for ONA represented staff who worked these in person hours between March 2020 and October 2021. You can see the full proposal here: LOA PANDEMIC RECOGNITION PAY

Midday, management asked Michelle Chau and I to sidebar (have a smaller meeting) with Dennis Westlind (their chief negotiator they hired from the outside) and James Opoka in labor relations. They said that the commissioners just released information regarding hazard pay, and that they are offering the same proposal to the other unions as well. They are offering a $1500 bonus for those considered frontline employees which will be prorated based upon FTE. You can see management’s full proposal here: FRONTLINE WORKER INCENTIVE OFFER - MCHD

They said this was contingent on rolling over the contract again for another year, which would mean the current contract would expire June 30, 2023. There would be a Cost of Living (COLA) adjustment in July 2022, however we wouldn’t have a definitive number on what percentage that would be until January 2022.

We asked questions/made comments about this offer, including but not limited to:

1) Why is this based on FTE, rather than hours worked? Many part-time and on call staff worked full time hours for several parts of the pandemic.

2) The COVID-19 response team should be included as they deal with a lot remotely.

3) Why is there a cap of 4% on the COLA? The Consumer Price Index (CPI) has been higher than 4% this year.

They told us that we need to come to a tentative agreement by November 1, the second bargaining session. We have our thoughts about this proposal, but definitely want to hear yours! Please email our labor representative with your thoughts by Tuesday, October 26 at 5 p.m. Our officers and contract action team (CAT) will be meeting at 6 p.m. that night to discuss.

Bargaining Team Members

FOR ONA:
Jocelyn Pitman, Chief Spokesperson
Michelle Chau
Joanne Buck
Alex Fortune
Evangeline Nichols
Emily Marx

FOR MCHD:
Dennis Westlind, Chief Spokesperson
James Opoka, Labor Relations
Norman Ross, Human Resources
Nikki Propert, Inverness
Ashleye Manning, Budget Office
Caitlyn Purcell, Notetaker
Bernadette Thomas, Chief Clinical Director ICS

For a complete list of the documents shared in this bargaining update please see your bargaining unit website at: www.OregonRN.org/74