Wages, Steps & Leave

We met with the County on Tuesday, May 3 for our twelfth bargaining session. The day started with the County responding to our last wage proposal with no movement in our direction. The County is still proposing a five percent across the board raise for everyone, with an additional four percent for the community health nurses (CHNs). They did not agree to our nine percent across the board raise for everyone. They are offering more to the CHNs due to now being below market in that job class.

All of their other wage related offers for certain longevity steps, differentials and specialties, such as an additional five percent for the Psychiatric Mental Health Nurse Practitioners (PMHNPs) are still on the table. We will be connecting with more of our members before responding again with wages.

The County did respond to our last proposal for our School Based Health Centers, which will now be called Student Health Centers. They removed their ask of limiting the workers’ vacation use during the school year. Thank you to our student health center members who attended a meeting with us and made your voice heard!

Both parties worked on corrective action, formerly known as disciplinary action, Article 20. We have made headway on this article but remain in our positions about whether an oral or written warning (formerly called reprimand) can be brought past step two of the grievance procedure. We are maintaining that if the corrective action does not meet just cause, they should have full rights to the grievance procedure regardless of the level of the corrective action. They said they want to be consistent with other contracts the County has.

We also responded to their last sick leave proposal. Our main difference in this article is related to quarantine and isolation leave. This is what we added to the article:

**COVID-19 Related Leave**

As long as isolation/quarantine is mandated for health care workers by the Oregon Health Authority in published COVID-19 investigative guidelines, an emergency sick leave bank of 80 hours will be available for such leaves. This leave shall also cover instances in which an employee may be asked to quarantine or isolate due to a COVID-19 infected household member.

We also added language about quarantine time not counting against us for attendance related purposes.

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bargaining process along by showing the employer that our membership at large supports what we are proposing as a union.

You can find all of the mentioned proposals on our webpage: www.OregonRN.org/MCHD.

School Center Layoff

Please Sign Our Petition!

The County has stated that four of our colleagues will be laid off on July 1, 2022. These nurses provide critical services to youth in nine schools across Multnomah County. Many students rely on their services because the school-embedded clinics are where they feel most comfortable getting necessary health care.

We must join together and tell the County to restore these vital positions for the sake of these students and the community.

Click here to sign this petition