Frontline Worker Incentive Coming Soon

On Friday, Nov. 19, Multnomah County Health Department (MCHD) ONA members ratified the frontline worker incentive offer with a 94% yes vote.

The core elements of the agreement are below:

A. Frontline workers are defined as those who worked onsite or in the field for the County for 320 hours between March 1, 2020 and June 30, 2021, to maintain County operations during the COVID-19 pandemic. Employees hired after July 1, 2021, are not eligible.

B. Frontline employees will receive a one-time incentive payment of $1,500 prorated by their FTE status listed in Workday and as defined in the parties' collective bargaining agreement. Frontline employees that are listed as less than a full-time FTE in Workday and worked additional hours between March 1, 2020 and June 30, 2021, will be included in a proration calculation and their payment will be based on hours worked. However, if the employees worked less than their FTE, they will receive the payment based upon their FTE. This incentive payment is subject to all regular taxes and withholdings.

C. Eligible workers include regular status, on-call, temporary and limited duration employees.

D. Employees on a leave of absence and who were frontline workers during the pandemic, are eligible if they meet the above criteria.

E. Payments are expected to be made on Dec. 15, 2021. Employees must be employed as of Nov. 19, 2021, to be eligible.

A big thank you goes out to our tenacious ONA officers, Michelle Chau, Joanne Buck, Emily Marx, Evangeline Nichols, Claire Contreras and Alex Fortune, for holding the line on this issue for more than eight months!