Side Letters, Rollover and Cost of Living Increase

Your bargaining team met with Multnomah County Health Department (MCHD) Labor Relations on Wednesday June 30, 2021, to continue discussions on rolling over the contract, what the cost of living adjustment (COLA) would be and the status of our side letters. The side letters are regarding a hardship bonus, workday overpayments and underpayments, non-direct patient care time for Nurse Practitioners (NPs) and Physician Assistants (PAs), and harassment free workplace language.

Initially, MCHD was not prepared to do anything more than what was previously discussed, even after meeting with Chair Kafoury and Chief of Staff Kim Melton last week. As a refresher, their offer is a one-year rollover with a 1.6 percent COLA. They would not agree to any of our side letters, even after discussing our problematic retention rate and dangerous staffing situations, especially in the clinics as of late. In fact, one of our members could not make it due to their clinic being short staffed and another member was multitasking at the clinic and bargaining.

They have verbally agreed to go into full successor negotiations in October or November 2021.

We caucused (took a break) and came up with a counterproposal - we will accept the 1.6 percent COLA for the one-year rollover, along with the hardship bonus proposal that was sent to them in April 2021:

The County will provide a one-time lump sum recognition bonus to be awarded to ONA represented staff if they were paid for a minimum of 200 worked hours in 2020 and are actively employed on March 11, 2021. The bonus amount is:

- For those who worked 200-1000 hours in 2020: $500
- For those who worked 1001-1500 hours in 2020: $1000
- For those who worked 1501 or more hours in 2020: $1500.

On the other side letters, we withdrew and/or tabled that for full successor negotiations as some of these issues may be getting improved in other ways. There are laws and/or policies that can help us in the interim.

They continued to not make movement. We pointed out that our contract expires today and that our members have been requesting for months to go to the media with a multitude of concerns. We asked if MCHD was prepared for that. Once that was stated, MCHD said they would talk to Chair Kafoury and other decision makers again and get back to us on Friday, July 2. We hope that we will be able to report some good news by early next week.

Have a safe and Happy 4th of July!
Bargaining Unit Meeting July 7

Please join us for a bargaining unit meeting via Zoom on Wednesday, July 7, at 6 p.m. to hear from your officers and labor representatives about the rollover negotiations and to ask questions. Below is the Zoom login information:

Join Zoom Meeting
https://zoom.us/j/98198229766?pwd=Tkl0Q0FhOGljS2JXdmRUHFha0Y4Zz09

Meeting ID: 981 9822 9766
Passcode: 927406
Find your local number: https://zoom.us/u/abEuQKUXmo

Dial by your location
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+1 669 900 6833 US (San Jose)
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+1 346 248 7799 US (Houston)
+1 646 876 9923 US (New York)
+1 301 715 8592 US (Washington DC)
+1 312 626 6799 US (Chicago)

The ONA Health Equity Conference is FREE for ONA members! To follow current COVID-19 protocols and maintain safe social distancing, we are limiting attendance at the conference, so register early to ensure you are able to attend.

Register today at www.OregonRN.org