Multnomah County Health Department (MCHD)
Bargaining Update
July 21, 2021

Rollover Ratified

We are pleased to announce that our members agreed to the contract rollover of one year by 92 percent. This means the current contract will now expire June 30, 2022. A 1.6 percent cost of living adjustment (COLA) will be retroactively added to our paychecks dating back to July 1, 2021. In addition, the Juneteenth holiday will be added as a carry over holiday. If you have cashed the holiday out, you will be surveyed and can pay that money back and take the carry over holiday instead, to be used before July 1, 2022. Click here to view the entire signed agreement.

In addition, our members voted unanimously (100 percent) in favor of the emergency protected sick leave (EPSL) and expanded family medical leave (E-FMLA) banks. This agreement offers an 80-hour EPSL bank prorated by FTE. This can be used for COVID-19 related absences dating back to May 1, 2021 and expires Sept. 30, 2021. The E-FMLA will provide each employee up to 12 additional weeks of leave for certain conditions. The E-FMLA leave will also pay two-thirds of the employee’s regular rate without having to utilize their own leave banks. The difference cannot be made up with your own bank. Click here to view the agreement.

We have commitments from administration to start bargaining the full successor contract this fall, we plan to start in October. In the meantime, please stay tuned for opportunities to become part of our contract action team (CAT) which will be the boots on the ground people that will help assist the bargaining team with passing out newsletters, getting their co-workers involved in actions and more. Having a robust CAT will help us have more success at the bargaining table.
ONA is proud to be at the forefront of improving diversity, equity, and inclusion practices within the nursing profession. ONA will host our first-ever Health Equity Conference, with the theme of “A Vision for Nursing and Equity,” on August 5-6, 2021 in Portland.

**Topics Include:**
- The crucial role that equity can, and must, play in nursing and in ensuring health care equity for all
- The connection between nursing practice and health equity
- Identifying opportunities for nursing practice to promote greater health equity for our patients and the communities we serve
- The dual impacts on our Black, Indigenous, and people of color (BIPOC) nursing colleagues of system failures and facing bias, discrimination, and psychological trauma in the workplace
- The intersectionality of health as a commodity and its historical impacts on diverse communities
- How nurses are ideally positioned to be advocates to advance health equity
- Much more…

**Continuing Education**
Continuing nursing education contact hours will be available. Number TBD.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

**Registration**
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.