Four Proposals Presented

We met with the County for our fourth bargaining session on Monday, Dec. 13. We proposed four articles. They proposed two. One of the most troubling points in the day was when they responded to our general provisions article which improved the language related to harassment and protected class to be in compliance with the law. They did not accept most of our proposal. We will continue to prioritize this article as it is unacceptable for there to be subpar contract language on such an important issue.

In addition, they want to make significant changes to the school-based system. Please read the entire article for more information and next steps.

Your attendance at our virtual Jan. 6 bargaining unit meeting is important so that we can work together to address these proposals. It takes all of us to be successful in bargaining.

These were our key proposals:

**Article 3 – Recognition:**

- Ensuring that the weekend differential is offered to all on-call employees (not just corrections).
- Offering a discounted Tri-Met pass.

With these improved benefit proposals, we felt that there needed to be language regarding on-call availability, as most nurse union contracts have.

We proposed that on-calls be expected to make availability for four open shifts per month.

**Article 15 – Hours of Work:**

- In the scheduling section, adding language regarding employees not receiving 21 days-notice of their schedules. We proposed that employees will receive callback pay (time and ½) if they are not given the proper 21 days-notice.
- Improvements to the inclement weather, natural disasters and essential operations section. This section pertains to any community emergency, such as civil unrest. We added language regarding the County providing transportation, increasing telework options and providing equipment for telework to the inclement weather section.
- For facilities unable to close, providing parking assistance, chaperones, protecting employees’ property and providing meals.
- For employees facing evacuation orders, we proposed that they would not be required to work and that they wouldn’t lose pay.

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Article 18 – Professional Development:
In the Community Health Nurse (CHN) and Licensed Community Practical Nurse section, we proposed:

♦ That part time nurses would receive a prorated amount of 24 hours of education leave. (currently it is 12 hours)

♦ That equity and fairness will be used when more than one nurse requests the same time off.

In the tuition reimbursement section, we:

♦ Removed language related to budget limitations and added language that stipulates the reimbursement should be approved if it’s related to community health.

♦ Added that CHNs taking courses to become an NP or PA should be prioritized for reimbursement.

In the in-service training section, we added:

♦ Nursing courses related to mental health, wound care, diabetes care, sexual health education, addiction medicine, emergency response, anaphylaxis and emergent labor and delivery. If the County cannot provide the specific training needed, they will pay for an outside training either online or in person.

♦ Trainers and managers will carry the same level of education or equivalent as the employees they are training or overseeing.

In the nursing license section, we added:

♦ All continuing education units (CEUs) required for renewing your nursing license would be paid by the County.

Management proposed two articles:

Article 14 – Seniority, Layoff and Filling of Vacancies:

♦ They want to add a 120-day trial period for employees who bump someone out of their position. This is to ensure the employee meets the requirements of the position.

In the School Based section, they now want to call it the Student Health Center. They also want to:

♦ Remove the time and ½ pay provision that nurses receive when picking up a shift during the summer layoff.

♦ Put a cap on vacation time during the school year as follows:
  ◊ FTE - four (4) vacation days.
  ◊ 0.8 FTE to 0.99 FTE - three and a half (3.5) vacation days.
  ◊ 0.5 FTE to 0.79 FTE - three (3) vacation days.

In the filling of vacancies section, they did not accept our proposal of vacated positions being posted within 15-21 days of the nurse’s notice of resignation. They also:

♦ Did not accept all of our proposed language related to posting more part time positions.

♦ Did not accept our proposed language related to how positions should be filled when there are more than one internal applicant and some of them may be on call or limited duration.

♦ Did not accept any part of our proposal related to frontline nurses being a part of interview panels for managers.

♦ Added language related to a 120-day trial service period when a County employee moves to another position.

♦ Did not accept our language related to permanent FTE reduction but did accept part of our temporary FTE reduction language. They added that it would not be subject to the grievance procedure.

Article 22 – General Provisions:

♦ They think that the current language which only pertains to our union not discriminating against people in the bargaining unit based on protected class is acceptable, even though other union contracts routinely state that the employer cannot discriminate against employees either. We want the language to be reflective of the law so that our
Four Proposals Presented  
(continued from page 2)

members can resolve issues internally rather than filing a Bureau of Labor and Industries (BOLI) claim or filing a lawsuit when they have been repeatedly harassed or discriminated against.

- They did not accept our language to protect workers full identity. We want last names, addresses, phone numbers and other sensitive information to be protected so that patients or clients do not harass employees at their homes, which was the case with two nurses who work at the downtown detention center.

One nurse received over 40 sexually explicit letters at his home from a client and when the client was released, the client showed up at his home with flowers. This case is pending arbitration, which is scheduled in February. The County knew that the client was sending letters to the nurse’s home and continued to allowed it to happen for months. Other local jails take more precautions to ensure that people do not receive unwanted mail. We want a similar policy in place.

- They added different language than we did to the safety inspection section. We recently brought up the shootings near the Gladys McCoy building and the need for the County to act more swiftly on protecting downtown based employees.

All of these proposals can be found on our ONA webpage here: www.OregonRN.org/MCHD

In order to get our proposals seriously considered, please join us at a virtual bargaining session as an observer. You can contact one of our union officers or labor rep for more details.

Frontline Worker Incentive Payout is Dec. 15

By the time you read this, you should be receiving your frontline worker incentive if you meet the criteria. This could be upwards of $1,500 based upon FTE or hours worked.

That payout is this Wednesday, Dec. 15. This would have happened without your bargaining team refusing to take no for an answer. We worked with Local 88 and the other unions to make sure this priority was not dropped, even after rolling over the contract this summer.

We spent eight months pushing the County to financially recognize all the hard work and risks you have taken during the pandemic. We hope this extra money serves you well.

Save the Date: ONA Convention & House of Delegates

The ONA Convention and House of Delegates will be held May 17-19, 2022 at the Hyatt Regency in Portland, OR. The theme for the convention is Stand Up, Rise Up, Celebrate! The Power of Our Profession. The convention will feature two days of continuing education sessions and one day of the ONA House of Delegates.

Some key dates and deadlines to know for convention and the ONA House of Delegates:

- More details will be announced as they are finalized.
Bargaining Update Meeting

Please join your ONA bargaining team and labor representative on Zoom to discuss our wage proposals and other bargaining items Thursday, Jan. 6, 2022. at 6 p.m.

We will share what we are planning to propose in our fifth bargaining session with County management on Monday, Jan. 10 and answer any questions you have about previous proposals and bargaining in general.

We also will ask for people to observe bargaining virtually and help with our organizing efforts so that we can get a great contract.

Meeting Information

Zoom Link: https://bit.ly/3d8hkyQ
Meeting ID: 926 0655 1685
Passcode: 375571
Mobile: +16699006833, 92606551685#, *375571#

Becoming a member now is more important than ever! Having high membership during bargaining is critical to our success.

Unions with high membership get better contracts. If you haven’t joined yet, please scan this QR code to sign up. If you have any questions, please do not hesitate to ask one of your union officers or labor rep for any questions. Scan the QR code to join ONA as a union member or go to www.OregonRN.org/Apply