Our Wage Proposal is on the Table

We met for our fifth bargaining session this Monday, Jan. 10. We made proposals on wages, extending paid COVID-19 leave, improvements to the Professional Nurse Care Committee (PNCC), minimum staffing language for Integrated Clinical Services (ICS) and new pilot language to consider non-RN medical experience when hiring.

The County made their initial proposals on wages which didn’t give clear indication of what they are willing to settle with when we finalize our contract. This is a fairly standard practice.

Both parties were required to open the articles they intend to change by this session. Their economist let us know that they will have an idea of what they plan to propose in a few weeks based upon the Consumer Price Index (CPI). They did keep the cap of four percent for the across the board (ATB) wage increases, even though we know the CPI is up between six to seven percent as of December 2021, as compared to December 2020.

The County proposed that nurse practitioners and physician assistants now become exempt, meaning they could not earn overtime for any charting or other work done outside their normal hours.

They are saying this is the community standard. While that may be the case for some other employers, those employers offer more competitive wages and/or more blocked administrative time in the schedule to chart. We will need our NPs and PAs to be virtually present at the bargaining session when we push back on this.

The County also proposed a new article on “floating” which means workers may have to work at a different clinic than they are assigned to.

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They are proposing to establish regions to minimize travel, reporting location, time and mileage reimbursement, orientation and rotation language.

In the hours of work section, they are adding that they can operationally require a one-hour unpaid meal break, which would therefore lengthen the day for employees. We will be pushing back on this as well.

Our wage proposal is as follows:

- No minimum or maximum of the ATB wage increase. It should be what the actual CPI is for the Western region.

- New Degree Differentials
  - BSN – 4.75%
  - MSN, DNP, PhD in Nursing, MHNP and PAs with a medical related Master’s or Doctoral Degree – 9.5%

- Shift Differential
  - Evenings – $2.70 (currently $2.00)
  - Nights – $6.10 (currently $5.00)

- Overtime (non-mandatory)
  - Adding overtime for work in excess of a 9-hour day for those who work that shift length.
  - Equitable distribution using a system of rotation.
  - No discrimination of employees who cannot accept overtime assignments.

- Overtime (mandatory)
  - Adding a double-time provision for those who are mandated without the required 3 hours-notice.

- Standby Differential – $4.75 (currently $2.00)

- Adding no low census language so that your paid hours remain intact without needing to use your accrued benefits when no work is available.

- Required Use of Personal Automobile
  - Adding language so that those who typically have to report to more than one location would receive this benefit.

- Increasing the monthly stipend to $100.00 (currently $50.00) for full time workers.

- Increasing the monthly stipend to $70.00 (currently $35.00) for part-time workers.

- Adding mileage language for teleworking employees.

- Parking
  - Editing the vehicle requirement language so that all downtown employees will be eligible for a parking related stipend.
  - Adding that parking should be within .5 miles of their work location.

- For those who work at McCoy – a 15% differential.

- For those who work at the Detention Center – a 10% differential in addition to their corrections differential.

- For Early Childhood Services (ECS) increasing their parking differential to $20 (currently $10).

- Weekend differential – increasing to $4.75 (currently $3.00)

- Overpayments and Payments in Violation of Contract
  - Adding – The County shall have no expectation that the employee knew they were receiving unauthorized payments.

  - Adding that overpayments need to be collected by the County within 180 days.

  - Adding that there will be consultation with the employee on how the repayments are made so the employee is not financially harmed.

  - Adding – Per occurrence, any underpayment will be considered a $200 fine against the County per the unlawful deduction law. This fine will be factored in for any underpayment made which will offset any overpayment made.

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► Longevity Pay
  - Increasing the 10 years of service in the ONA unit to 2% above the base step they would otherwise receive (currently it’s 1%).
  - Adding a new 15 years of service in the ONA unit to 3% above the base step they would otherwise receive.
  - Increasing the 20 years of service in the ONA unit to 4% above the base step they would otherwise receive (currently it’s 2%).

► Bilingual Pay and a new Knowledge, Skills and Abilities (KSA) Differential
  - Adding language to the bilingual section – if an employee is regularly translating (more than 50% of shifts), their manager will contact human resources to have the position reclassified as a bilingual position.
  - Adding a 4% differential for those in KSA positions.
  - Employees are not eligible for both a bilingual and a KSA differential.

► Preceptor Differential
  - Adding – any nurse who precepts
  - Adding that precepting nursing students and agency nurses qualify

► Telework Stipends and Allowances
  - Adding language from the recent agreement which includes a $40 per month internet/utilities stipend for routine teleworkers; $20 for hybrid.
  - A one-time $500 equipment allowance.
  - Adding that limited duration assignment (LDA) employees will qualify.

All of our proposals and the County’s can be found on your webpage: www.OregonRN.org/MCHD.

We will be entering our sixth bargaining session on Tuesday, Jan. 25. If you are interested in being an observer, please reach out to Jocelyn at Pitman@OregonRN.org and she will send you the link to join. Having observers present at bargaining puts pressure on the County to do the right thing, so please join us!

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues.

More training dates will be announced as they are finalized.

www.OregonRN.org/Steward-Training

Topics and Dates

Introductory Steward Training
  - Saturday, February 5
  - Wednesday, March 9
  - Saturday, April 2
  - Friday, May 6
  - Saturday, June 4

Grievance Handling Training
  - Saturday, January 29
  - Monday, March 28
  - Saturday, May 28

Building Power Training
  - Tuesday, February 22
  - Saturday, April 16
  - Monday, June 20
Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s statewide elections!

Nominations will open January 17, 2022 and the full list of available positions open for the 2022 elections is still being finalized. Stay tuned for more information and start thinking about how you can get involved in your statewide professional organization.