Sixth Time to the Table

We met with MCHD administration on Tuesday, Jan. 25. We have all of our proposals on the table, so now we are seeing which proposals of theirs we can accept by sending counterproposals. Even though we have been bargaining since October 2021, no economic improvement proposals have been made by the County.

We emphasized the importance of having a meaningful financial proposal from them as soon as possible as we want to give our members something to look forward to, so they stay employed with the County.

They stated they are still costing and researching our proposals since we had several. Their economist did state that the consumer price index has been released. The cost of living increased by six percent (6%) between December 2020 and December 2021. They ended the bargaining session early.

The County did not agree with:

- Our added language to review the churn rate and the costs associated with churn on a semi-annual basis. They said we could review this information in our NERC meetings, which is our monthly labor management meeting.
- Our increase in vacation accrual, to make the vacation comparable to what the physicians and management receive. This is especially a problem since our hard-working nurse practitioners and physician assistants do to comparable work to the physicians. It is also an equity issue.
- Removing their management right to determine staffing. They did say that this did not necessarily mean that they would not agree to some of our staffing related proposals since there is language that allows abridged provisions of the agreement to be followed in this section.

We agreed to the reasonable parts of their proposals by:

- Adding language for shift trading to the hours of work section. This is consistent with current practice.
- Adding that non-essential workers may be assigned to work from home as long as they are provided the necessary equipment. If any employee is not able to work from home, they will be compensated for regularly scheduled work hours.
- Adding that on call nurses’ pay will factor in any market adjustments that may have occurred after separation and before re-hire.
- Clarifying that the Drug and Alcohol Policy in Addendum B will apply to on call and temporary employees.
- Countering the disciplinary action section to state: Corrective action will be progressive, consistent with the principles of just cause. The County may be able to skip a step of corrective action for gross

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misconduct or gross negligence. (In other words, intentional and/or shocking behavior.)

Countering their proposals on a new six-month trial period for nurses who have changed classification or transferred. We agreed with the new six-month trial period but did not accept their management rights language or their stipulation that it could not be grieved. They also had proposed an initial one-year trial period for new hires, but we said no, we will continue with our six-month trial period.

All proposals can be viewed on our webpage here: [www.oregonrn.org/page/MCHD](http://www.oregonrn.org/page/MCHD).

Our next bargaining session is scheduled for Monday, Feb. 7 from 9 a.m. to 4 p.m.

Please attend as an observer! Having observers present does put pressure on management to do the right thing. You are able to join the virtual session on your break. Please contact one of us for the link. You can email our labor rep Jocelyn at Pitman@OregonRN.org.

ONA Statewide Elections: Nominations Now Open

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!


ONA Convention & House of Delegates, May 17-19, 2022

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 past two years have been difficult for everyone, bringing new challenges at every turn, all while exacerbating many of the issues that nurses have been facing for years. The 2022 ONA Convention is an opportunity for leaders from across the state to come together to learn from these challenges, share our knowledge, and move the nursing profession forward.

Together, we can stand up to employers who seek to put corporate profits ahead of those who are caring for the community. Together, we can rise up and build a better health care system that values caregivers and patients. Together, we can celebrate our victories, small and large, over the last two years as we continue to fight for a health care system that works for us, our colleagues, our patients, and our communities.

Join us for the ONA House of Delegates (May 18) and two days of educational sessions (May 17 & 19) that delve into topics such as equity in health care, racism as a public health crisis, building collective power, safe nurse staffing, and so much more.

[Convention & House of Delegates Registration is now open click here](http://www.OregonRN.org/). Or go to [www.OregonRN.org](http://www.OregonRN.org) and follow the link.

[CE & Workshop page click here](http://www.OregonRN.org/).

[House of Delegates Nomination page, click here](http://www.OregonRN.org/).