Eleventh Bargaining Session

Your bargaining team met with Multnomah County Health Department (MCHD) administration for our eleventh bargaining session on Monday, April 18. We started the day with them providing us a counter on Article 22 - General Provisions. This is where the safety related language resides. We then countered their wage proposal of Article 16 with the following:

- A 9 percent across the board (ATB) raise for July 2022
- No cap on the cost-of-living adjustment (COLA) for the following years
- Keeping our degree differential proposal since they didn’t respond to it last time:
  - 4.75 percent for BSN degrees
  - 9.5 percent for MSN, DNP, PhD in Nursing, MHNP and PAs that hold a medically related Masters or Doctoral degree
- Keeping our other differential proposals with some changes:
  - A $200 monthly parking stipend (instead of the previous percent differential) for the Detention Center and Gladys McCoy buildings. This is due to the exorbitant cost of parking downtown and all the violence and property damage that has occurred. Workers need to be able to park in secure lots close to their work facility.
- Keeping our same proposal on overpayments and underpayments
- Keeping our same proposal on overtime, including a double time incentive for all hours of mandated overtime if the three-hour notice isn’t given
- Keeping our same proposal on no low census (no loss of pay if work isn’t available)
- Keeping our same proposal on car allowance for required use of an automobile
- On longevity pay in the ONA bargaining unit, the parties aren’t too far apart. This is what we countered:
  - 5 years- 1.5 percent
  - 10 years- 2 percent
  - 15 years- 2.5 percent
  - 20 years- 3 percent
- On bilingual and cultural KSAs (knowledge, skills and abilities), the parties are also not too far apart. We clarified that the cultural KSA of a 4 percent differential should also be available on an ad hoc basis.
- We maintained our same language on preceptor pay being extended to any worker who precepts. This

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includes precepting students and agency workers.

- Continuing with our same telework proposal with this exception:
  - For hybrid workers, decreasing the teleworking amount to 20 percent in order to be eligible for the equipment and internet/utilities stipends. This is due to clinic supervisors recently assigning clinic workers to telework one day per week.

- We requested information on which Nurse Practitioners (NPs) and Physician Assistants (PAs) are impacted by the relocation language

- We said NO to moving NPs and PAs to an exempt, salaried model. Especially since they haven’t responded to our indirect patient care proposal, which would block time for charting, phone calls and all the follow up needed after patient visits. This was after having a well-attended meeting with the NPs and PAs. We requested several pieces of information relevant to this ask:
  - the turnover rate of NPs and PAs over the last five years
  - the additional hours that NPs and PAs work beyond their FTE
  - the findings of the 2018 workload pilot program, which resulted in a no more than 18 patient per day model
  - the average number of completed patient appointments per day prior to the 2018 pilot, during the pilot and after
  - asking why the pilot program wasn’t continued, as our providers reported the 18 patient per day limit being successful

Later in the day, we amended two previous proposals based upon current issues. In Article 15, Hours of Work we added:

- Clinic employees who are a 1.0 FTE can work a 9/80 schedule so they can have one additional day off every other week

In Article 7, Holidays, we:

- Removed our ask of Indigenous People’s Day being a paid holiday, as it is observed but not necessarily paid. We stressed the importance of the County still fully honoring this important day of our Native American people.

- Amended the personal holiday section to state that the personal holiday should be equivalent to their shift length.

- Changed the flexible holiday verbiage to be a floating holiday to be in compliance with the Workday system. We also added language that this floating holiday be equivalent to the shift length.

We signed tentative agreements for the following articles:

- Article 4 - Management Rights - current language
- Article 12 - Workers Compensation and Supplemental Benefits - accepting language for workers who telecommute from Washington 50 percent or more will follow their state’s rules on workers’ compensation.
- Article 23 - Savings Clause and Funding - current language
- New MOA - Backfilling Long Term Leaves

To view all of our proposals, please click here.

Don’t Hesitate, Join ONA Today!

If you haven’t become a member yet, please do so today! This is the easiest way to demonstrate our solidarity for our bargaining proposals. Please scan this QR code. It takes less than ten minutes to sign up. Discounts are offered to new grads, students and on call nurses who work less than 64 hours per month.

Next Bargaining Session

Our next bargaining session is scheduled for Tuesday, May 3 starting at 9 a.m. If you are interested in observing virtually, please inform your labor representative, Jocelyn Pitman, by email Pitman@OregonRN.org or ask any of your officers for the link.
School-Based Clinic Layoff - Sign Our Petition!

The County has stated that four of our colleagues will be laid off on July 1, 2022. These nurses provide critical services to youth in nine schools across Multnomah County. Many students rely on their services because the school-embedded clinics are where they feel most comfortable getting necessary health care. We must join together and tell the County to restore these vital positions for the sake of these students and the community.

Click here to sign this petition, then ask others to do the same!

ONA Convention & House of Delegates May 17-19 in Portland

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).

www.OregonRN.org/event/2022Convention