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April 17, 2017

ONA / WAC

Executive Committee:

Chair: Kathleen Souhrada

Negotiating Committee:

- ◇ Kathleen Souhrada
- ◇ Sue Liong
- ◇ Alternate: Ivette Torres

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Washington County Bargaining Continues

On Friday, April 14, we had our third session of bargaining. All three sessions have been productive and we have several tentative agreements, based upon your survey results and discussions with members.

Some of the tentatively agreed upon items include, but are not limited to:

- ◇ Removal of short-hour employee language
- ◇ Removal of the “Corrections Health Nurse” classification
- ◇ Updated language in the “Equal Employment Opportunity” article
- ◇ Improved language in the “Management Rights” article
- ◇ Hourly accrual of sick leave, with a slight improvement from the previous system
- ◇ **An annual increase in educational pay by \$300 (now \$800!)**
- ◇ **A 5 percent differential for precepting new employees**

Initially, we proposed the PERS pick up and significant wage increases. The county was not interested in making any improvements to the PERS language. Considering that the legislature is looking to cut PERS, your bargaining team decided to focus on wages instead.

Last week, we proposed a 6% increase (8 percent increase for Step A only) in wages with additional steps, using the Multnomah County ONA contract, as the core comparator. The County initially proposed only a 1.6 percent cost of living adjustment (COLA) based

upon the Consumer Price Index (CPI) reported from the Bureau of Labor Statistics. After a few rounds of back and forth, the County improved their offer to a **3.5 percent across the board wage increase, along with the annual COLA increases based upon the CPI formula thereafter. They did not agree to any additional wage steps to be added to the scale. This offer is contingent upon us finishing bargaining this Friday, April 21.**

Besides wages, the other outstanding items are:

- ◇ Preceptor pay for mentoring student nurses
- ◇ Malpractice insurance reimbursements
- ◇ The ability to grieve merit step denials

We made a lot of headway in the three short bargaining sessions we had in the last two weeks. This is likely due to the drastically increased membership (now 94 percent!), increased engagement, and your strong leaders at the bargaining table, Kathy Souhrada and Sue Liong.

What's Next?

Our next bargaining unit meeting will be held on Wednesday, April 17 from 5:30-7:30 p.m. at Sue Liong's house.

Please contact her for further details: 503-863-8971