



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(revised 03/25/11)

Board Clerk Use Only

Meeting Date:	<u>7/26/12</u>
Agenda Item #:	<u>R.2</u>
Est. Start Time:	<u>9:50 am</u>
Date Submitted:	<u>7/10/12</u>

Agenda Title:	Approval of Multnomah County and Oregon Nurses Association (ONA) 2012-2015 Agreement
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Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date:	<u>July 26, 2012</u>	Amount of Time Needed:	<u>10 minutes</u>
Department:	<u>Dept. of County Management</u>	Division:	<u>Central HR/Labor Relations</u>
Contact(s):	<u>Jim Younger, Labor Relations Manager</u>		
Phone:	<u>503-988-5135</u>	Ext.	<u>28504</u> <u>503/3/300</u>
Presenter Name(s) & Title(s):	<u>Jim Younger, (others: ONA Representative)</u>		

General Information

1. What action are you requesting from the Board?

Ratification of 2012-2015 collective bargaining agreement between Multnomah County and Oregon Nurses Association.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The parties' previous labor agreement expired June 30, 2012. The parties have been negotiating a successor agreement since March, and reached tentative agreement on all issues on June 21, 2012, which would be effective July 1, 2012 to June 30, 2015. ONA membership ratified the parties' tentative agreement on July 14, 2012.

The highlights of this agreement are as follows:

COLA:

July 1, 2012: 3.3% COLA

July 1, 2013: 1% to 4% COLA adjustment.

July 1, 2014: 1% to 4% COLA adjustment, plus possible market adjustment based on

1/1/14 comparables.

Health and Welfare:

Beginning in January 2013, ONA agreed to participate on an Employee Benefits Advisory Team (EBAT) reviewing health plans, design changes and cost sharing features. Beginning in January 2014, they agreed to reopen Health and Welfare article for bargaining.

Preceptor Differential:

Beginning no later than March 2013, the Health Department will implement a Health Preceptor Education program for nurses who instruct new employees and current employees changing service areas. Nurses who work as Preceptors will receive a \$2.00/hour premium pay adjustment.

Other Premiums:

On-call and temporary employee's in-lieu differential of benefits increased from \$1.50 to \$2.00/hr.

Weekend differential, increased from \$2.00 to \$3.00/hr.

Seniority:

Significant revisions to Seniority article, including: (1) employees shall bump within their work unit prior to department-wide bumping, and (2) department rights are broadened concerning special skills requirements to jobs.

3. Explain the fiscal impact (current year and ongoing).

The estimated cost increase for the three years of the agreement range from \$2.7 million to \$4.6 million, not including medical/dental costs. The vast majority of the fiscal impact in each year is related to the COLA increase to wages. For FY 2013, the 3.3% COLA increase will cost approximately \$647,072. In FY 2014, a COLA adjustment between 1% and 4% will lead to an additional cost increase between \$202,553 and \$810,213. Similarly, in FY 2015 the COLA adjustment will cost between \$204,579 and \$842,621. Estimated costs for other provisions in the contract, such as the preceptor differential, increased weekend differential, and increase to the in-lieu-of-benefits rate, amount to \$51,467 for a full year, with some additional *de minimis* costs not easily approximated.

The agreement includes a change to Medical and Dental Benefits, consolidating ONA members' PPO plan options from three plans (ODS Performance, ODS Preferred, and Major Medical) to only two PPO plans (ODS Platinum and Major Medical). This furthers the County's goal to keep benefit administration costs low and reflects a Countywide change that has already been implemented for Non-Represented Employees, JCSS and AFSCME Local 88. Beginning in 2013, approximately 83% of benefit-eligible employees will now have standardized PPO plan options. In 2011, the County's benefits consultant

analyzed the County's current experience and the new plan design and determined that an employee contribution rate of 7.50% would be cost neutral to the County. Because the agreement sets the employee contribution rate at 6.75%, there may be additional costs to the County depending on employee plan choices, employment levels, demographics, and medical inflation.

The FY 2013 Adopted Budget assumed the majority of these cost increases for the bargaining unit, so the agreement does not significantly change the County's FY 2013 financial position.

4. Explain any legal and/or policy issues involved.

N/A

5. Explain any citizen and/or other government participation that has or will take place.

N/A

Required Signature

Elected Official or
Department/
Agency Director:

Kayne Kieta

Date: 6-10-12