

## **MEMORANDUM OF AGREEMENT**

### **NP & PA Workload Committee**

#### **I. Parties**

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "County") and Oregon Nurses Association (hereinafter "Association").

#### **II. Background**

- A. In the course of 2022 Successor Labor Contract negotiations, the Association proposed language regarding Nurse Practitioner (hereinafter "NP") and Physician Assistant (hereinafter "PA") workload and indirect patient care time.
- B. The parties did not agree include contract language regarding Provider workload.
- C. The parties mutually agree to form an *ad hoc* advisory Committee (hereinafter "Committee") to discuss NP and PA workload during the term of the 2022-2025 Collective Bargaining Agreement (hereinafter "CBA").

THEREFORE, the parties mutually agree as follows:

#### **III. Terms**

- 1. The parties agree to appoint up to three (3) representatives from the Association and three (3) representatives from the County to participate on an *ad hoc* joint Committee to discuss NP and PA workload, indirect patient care time, and payment models.
- 2. Reasonable efforts will be made by each party to identify Committee representatives within forty-five (45) days from the ratification of the successor CBA.
- 3. Reasonable efforts will be made to schedule the first meeting within forty-five (45) days from identification of the Committee representatives.
- 4. The Committee will draft a Charter that addresses the purpose, role and responsibilities, and goals of the Committee.

This MOA obligating the parties to form a Committee will expire upon the parties reaching agreement on Committee recommendations, or ratification of the successor CBA following the parties' 2022-2025 CBA, whichever occurs first. This MOA may be

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otherwise extended upon mutual agreement of the parties.

Agreed to this 15<sup>th</sup> day of December, 2022.

For the Union:

*Jocelyn Pitman*  
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Jocelyn Pitman  
ONA Labor Representative

For the County:

*James J. Opoka*  
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James J. Opoka  
Labor Relations Manager