**ONA Management Bargaining Update 1 (May 19, 2025)**

ONA (Oregon Nurses Association) is a union representing about 250 nurses and advanced practice clinicians and advanced practice clinicians who serve Multnomah County in various health centers, clinics, and correctional facilities.

So far we have held two full-day bargaining sessions, on March 5th and March 26th. This is where we are today in brief:

7 Articles TA’ed (Tentative agreement reached)

4 Articles Open

Keep reading for greater detail on the status of each article:

**Tentative Agreements where both parties have agreed to current contract language:**

Article 1 - Preamble

Article 4 - Management Rights

Article 6 - No Strike and No Lockout

Article 13 - Defense and Indemnification

Article 25 - Savings Clause and Funding

Article 26 - Entire Agreement

Article 27 - Termination

**Open**

Article 14 - Seniority and Layoff

* The County made a proposal on March 5 to keep current contract language
* The Union counter-proposed on March 5 to share seniority list and designated work units in January instead of March
* *Current status: pending with County*

Article 19 - Performance Evaluation

* The County made a proposal on March 5 to keep current contract language
* The Union counter-proposed on March 5 to enhance evaluation and appraisal expectations and time spent doing them
* *Current status: pending with County*

Article 22 - Corrective Action

* The Union made a proposal on March 26 for changes to method of notice of corrective actions and expanding the grievance process
* *Current status: pending with County*

Article 24 - General Provisions

* The Union made a proposal on March 26 for right to invoke Weingarten in CIU investigations and personal property protections including damage to vehicle parked during a shift
* *Current status: pending with County*

Neither side has yet to put forward any economic proposals. Our next bargaining session is scheduled for May 21st. Please check back for more updates after that date as we share how things are moving along!