

September 21, 2016

# Bargaining Update



Dear Colleagues,

Over the last three months we have been bargaining a new contract and pressing County management to improve compensation and working conditions for physicians. We have spent a considerable amount of time establishing and explaining to the management team our proposals for increasing administrative time, and improving compensation and benefits. Additionally we have spent a significant amount of time discussing management's desire to implement Saturday clinics at Mid County (and potentially eventually and East County and Northeast). We have requested information and asked specific questions about their assertion that patients and the Community Health Care Council is overwhelmingly in support of Saturday clinics rather than extending clinic hours during the work week. We provided our survey results that showed that a majority of physicians would be likely to look for employment elsewhere if management required us to work Saturdays once a month. Unfortunately management's lead spokesperson, Steve Herron, did not receive these questions responsibly and accused us of insinuating that we must think that "they (management) are stupid" for not thinking of about these issues. He went on to accuse us of responding to management's desire for Saturday clinic hours with "three responses: no, no, and no."

Herron's statements were disrespectful and unhelpful to reaching a resolution on a new union contract and clinic hours. Although the union position is against extending clinic hours to Saturday as it would worsen physician moral and increase burnout, we did not simply say "no" without further discussion. Instead, we offered an alternative plan to increase patient access to their providers by extending office hours during the work week. If Saturday hours are approved, we offered a proposal regarding length of the clinic day, additional compensation and physician rotation that would lessen the impact on physicians and reduce the risk of worsening physician burnout and turnover if they implemented Saturday hours at Mid County. To this date management has not provided a counter proposal or provided any further details on what a Saturday clinic would look like, how many physicians would be required to work Saturday hours and what, if any, additional compensation or benefits would accrue to those working on Saturdays.

As physicians we have dedicated our lives and taken an oath to provide medical care for our community. We have chosen to work at Multnomah County Health Department to provide medical care for the most vulnerable in our community. We provide a significant amount of uncompensated hours to patient care and improving patient outcomes. As unionized physicians along with other AFSCME members, we have expended resources and time to improve access to health care for our most vulnerable patients including by being a historical advocate for increasing funding for Medicaid and Medicare, the Oregon Sick Leave Law, which has provided paid sick leave for working Oregonians that previously had to take unpaid time off to take themselves or a family member to a doctor, and most recently our support for Measure 97 to make health care more affordable for the most vulnerable families in Oregon and Multnomah County. Herron's comments demonstrate a lack of acknowledgement of our dedication to our patients and our work as a union supporting health care for low income Oregonians.

On the reverse side is a description of the various proposals we have on the table and management's response to date. We are asking you to attend one of the following meetings to discuss bargaining and your priorities moving forward please try to attend one of these meetings.

In Unity,

Wayne Englander - SEHC  
Kar-ye Wu - Rockwood  
Peter Mahr - SEHC  
Eben Pullman - AFSCME staff

## MEETINGS:

North Portland - 9/26, noon to 1pm  
Northeast - 9/29, noon to 1pm  
Mid County - 9/30, 11:30 to 12:20pm  
East County - 9/30, 12:40 to 1:30pm

<u><b>Union</b></u>	<u><b>Management</b></u>
<u><b>Art. 7 – Compensation</b></u> <ul style="list-style-type: none"> <li>• COLA: <ul style="list-style-type: none"> <li>○ Yr. 1: 1%</li> <li>○ Yrs. 2 &amp; 3: CPI-W PDX-Salem 1%-4%</li> </ul> </li> <li>• Schedule Structure <ul style="list-style-type: none"> <li>○ Remove two (2) steps from bottom and add two (2) steps to top</li> </ul> </li> </ul>	<u><b>Art. 7 – Compensation</b></u> <ul style="list-style-type: none"> <li>• COLA: <ul style="list-style-type: none"> <li>○ Yr. 1: 1%</li> <li>○ Yrs. 2 &amp; 3: CPI-W PDX-Salem 1%-4%</li> </ul> </li> <li>• <b>No counter proposal received</b></li> </ul>
<ul style="list-style-type: none"> <li>• Posting of Work Schedules: 10 days to 21 days</li> <li>• At least two consecutive days off</li> </ul>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• Yes</li> </ul>
<ul style="list-style-type: none"> <li>• Composition of Work Day <ul style="list-style-type: none"> <li>○ Length of Meal Period</li> <li>○ Administrative Time</li> <li>○ In-Basket Coverage</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> </ul>
<ul style="list-style-type: none"> <li>• Premiums <ul style="list-style-type: none"> <li>○ Corrections After Hours/On-Call (to reflect MOA)</li> <li>○ Wknd Differential (x2)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Yes</li> <li>○ <b>No counter proposal received</b></li> </ul>
<ul style="list-style-type: none"> <li>• Professional Fees <ul style="list-style-type: none"> <li>○ .8-1.0 FTE = Full Amount</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Yes</li> </ul>
<ul style="list-style-type: none"> <li>• Repayment of Relocation Reimbursement</li> </ul>	<ul style="list-style-type: none"> <li>• Repayment of Relocation Reimbursement</li> </ul>
<u><b>Art. 8 - Health &amp; Welfare</b></u> <ul style="list-style-type: none"> <li>• .5 FTE = Full Benefits</li> <li>• Reopener in the event of implementation of ACA Cadillac Tax</li> </ul>	<u><b>Art. 8 - Health &amp; Welfare</b></u> <ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> </ul>
<u><b>Art. 9 - Paid Leaves</b></u> <ul style="list-style-type: none"> <li>• .8 FTE = Full Accrual</li> <li>• Holiday: Open pending Saturday Clinic</li> </ul>	<u><b>Art. 9 - Paid Leaves</b></u> <ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> <li>• County charges sick leave for partial day absences</li> </ul>
<u><b>Art. 11 - Seniority and Layoff</b></u> <ul style="list-style-type: none"> <li>• Transfer Rights Between Clinis</li> </ul>	<u><b>Art. 11 - Seniority and Layoff</b></u> <ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> </ul>
<u><b>Art. 12 - Personnel File</b></u> <ul style="list-style-type: none"> <li>• Performance Evaluation –</li> </ul> <p>Not used for the purpose of evidence in a hearing and 360 evaluations are voluntary</p>	<u><b>Art. 12 - Personnel File</b></u> <ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> </ul>
<u><b>Art. 14 - Disciplinary Action</b></u> <ul style="list-style-type: none"> <li>• Deadline Length: 15 days to 30 days</li> </ul>	<u><b>Art. 14 - Disciplinary Action</b></u> <ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> </ul>
<u><b>Art. 15 - Settlement of Disputes</b></u> <ul style="list-style-type: none"> <li>• Deadline Length: 15 days to 30 days</li> </ul> <p>Step 1 to Medical Director instead of CLP</p>	<u><b>Art. 15 - Settlement of Disputes</b></u> <ul style="list-style-type: none"> <li>• <b>No counter proposal received</b></li> </ul>
<u><b>Art. 20 – Termination</b></u> <ul style="list-style-type: none"> <li>• 3 - year agreement</li> </ul>	<u><b>Art. 20 - Termination</b></u> <ul style="list-style-type: none"> <li>•</li> </ul>

<b>Expansion of Clinic Hours</b>	
<u>Option (Preferred) A: Extend Hours M-F</u>	<u>Option B: Saturday Clinics</u>
Extend clinic hours in morning or evening by no more than 1 hour per day.	Half day (4 hours) on Saturday.
Increase FTE to accommodate this change.	Double time compensation (comp time or salary)
No Saturday clinics.	Rotation of all MCHD physicians with a maximum number of rotations that a physician would be required to work 4 times/year.
	Limit the number of Saturday clinics to no holiday weeks (likely 43/year)
	Allow schedule changes during the two week period around a Saturday worked by a physician to avoid split days off.