Multnomah County Budget and Lay-Offs Update

As you may have heard, rumors have spread about budget cuts and lay-offs for county employees. To keep folks in the loop, we'll be sending out updates throughout the coming weeks and months to fill in all ONA members about what we are learning as the county shares it with us. Your ONA nurse leaders have meetings with HR every two weeks to get updates and ask questions, so be sure to check in with all of us as things progress. The county should also be communicating directly with everyone. We continue to insist that they issue more information more quickly to all of you and have been advocating for greater transparency over the budget decisions and the layoff process and will continue to do so!

We have a couple urgent deadlines in the next week for folks interested in early retirement or questions about KSAs, so please read about those below as well!

Budget Update

The county put forward some initial proposals for cuts in their annual budget which was approved by the county commissioners last week.

However, that budget is not final, and the county recently let us know they are running new projections and are hopeful the cuts won’t be as severe. Employees who *might* have positions eliminated have been notified individually, but no official layoff notices have been issued as those are just proposals that might change. Initially, we heard of 15 ONA positions being eliminated, and 15 FTE reductions, but now that may be fewer. Also, with a hiring freeze in place, the number of vacant positions available to those with positions being eliminated continues to grow, so those numbers change daily.

Early Retirement Incentive

If you are in a position that might be eliminated, you might be eligible for an early retirement incentive that is about to be negotiated. ONA is currently negotiating what the details of this might be for affected ONA members, but we need to hear from you by this Monday, May 1 if you would be interested in this program. We need to know what is most important to you to
make early retirement feasible if you’re in a position that might be eliminated. Please email cooper@oregonrn.org right away and let us know about your specific situation!

**Layoff Q & A and Timeline**

The timeline for layoffs and important details of the bumping process are still be sorted out by management. However, we were just notified some important documents will be issued by the county, so watch for those in your email very soon. These will include information about the bumping process based on seniority within your work unit, placing people into vacant positions, the recall process, and if needed bumping to outside work units. Also, the county and ONA will be going department by department/clinic by clinic to meet with ONA members in person to answer questions and walk you through the process. Dates of those meetings will be announced very soon as well.

**KSAs**

Some positions have a special designation that includes a specialized skill such as a foreign language to hold that position. These positions are dealt with differently during the upcoming bumping process, so it is important that the designations be as accurate as possible. If you have a question about your position or someone else’s being a KSA please speak with your manager and/or contact cooper@oregonrn.org by this Sunday, April 30 to let us know if you think there might be an error.

Please watch for more updates coming out as we get better information from the county. And be sure to talk to your ONA reps in your departments and clinics (a list of which can be found here) and contact your labor representative Amber Cooper at cooper@oregonrn.org with questions and concerns over the coming months.

Sincerely,

Your ONA leadership