MEMORANDUM OF AGREEMENT

ICU AND CVICU MERGER

Whereas McKenzie-Willamette Medical Center (hereafter, the "Hospital") and the Oregon Nurses Association (hereafter, the "Union") are parties to a Collective Bargaining Agreement (hereafter, the "Agreement") that took effect on March 6, 2017 and is scheduled to expire on September 1, 2020;

Whereas, on August 3, 2018, the Hospital provided the Union with notice of the Hospital’s intention to consolidate the Hospital’s ICU and the Hospital’s CVICU into a single Critical Care Unit (hereafter, the "CCU");

Whereas the creation of the CCU will also lead to the creation of a Progressive Care Unit (hereafter, the "PCU");

Whereas, with the knowledge, consent and support of the Union, a Critical Care Transition Team (hereafter, the "Team"), comprised of the Hospital’s managers and the Hospital’s Registered Nurses, was formed to provide recommendations related to the creation of the CCU and the PCU;

Whereas, among other recommendations, the Team recommended that the master schedules for the CCU and the PCU include twelve-hour positions that would be scheduled to work on four (4) consecutive calendar days;

Whereas, on October 11, 2018, the Hospital presented the Union with master schedules for the CCU and the PCU that included twelve-hour positions that would be scheduled to work on four (4) consecutive calendar days;

Whereas, on October 24, 2018, the Hospital presented the Union with a revised master schedule for the PCU that included a lower number of twelve-hour positions that would be scheduled to work on four (4) consecutive calendar days; and

Whereas, on October 30, 2018, the Union informed the Hospital of the Union’s acceptance of the October 11, 2018 master schedule for the CCU and the October 24, 2018 revised schedule for the PCU.
Now, therefore, the Hospital and the Union agree as follows:

(1) Article 8.1.2(1) of the Agreement, which, in relevant part, disallows more than three (3) consecutive work days for newly posted twelve-hour positions, shall not apply to any master schedule for the CCU or the PCU. Accordingly, by their signature below, the Hospital and the Union express and confirm their agreement that the October 11, 2018 master schedule for the CCU and the October 24, 2018 revised master schedule for the PCU, a copy of each of which is attached hereto and made a part hereof as “Exhibit A” and “Exhibit B,” respectively, may and does include twelve-hour positions that will be scheduled to work on four (4) consecutive calendar days.

(2) Like any other Unit of the Hospital, in the case of the CCU and the PCU, the Hospital and the Union contemplate that, from time to time, and for one reason or another, there will be a vacancy in one or more of the positions that appear in the master schedules attached hereto as Exhibit A and Exhibit B. The Hospital and the Union agree that, in any such event, the Hospital may post the position with a schedule that will require the Registered Nurse to whom the position is awarded to work on four (4) consecutive calendar days.

(3) The Hospital reserves any and all rights under the Agreement and applicable law to revise any master schedule for the CCU and/or any master schedule for the PCU and the Union acknowledges and agrees that, by entering into this Memorandum of Agreement, the Hospital has not waived, prejudiced, restricted or placed any conditions upon any of these rights.

(4) The Union reserves any and all rights under the Agreement and applicable law to file a grievance in response to and in challenge of any revision to the master schedule for the CCU and/or the master schedule for the PCU and the Hospital acknowledges and agrees that, by entering into this Memorandum of Agreement, the Union has not waived, prejudiced, restricted or placed any conditions upon any of these rights.
Dated: 11-1-18

John Blenkinsopp
Chief Nursing Officer
McKenzie-Willamette Medical Center

Dated: 11/8/18

Gary Aguiar
Labor Relations Representative
Oregon Nurses Association