MEMORANDUM OF UNDERSTANDING
OREGON NURSES ASSOCIATION
AND
MCKENZIE-WILLAMETTE MEDICAL CENTER
Diagnostic Imaging Inclusion

McKenzie-Willamette Medical Center (Hospital) and Oregon Nurses Association (Association) agree that registered nurses and licensed practical nurses within the Diagnostic Imaging (DI) department meet the definition within §1.1 of the existing collective bargaining agreement (CBA) and should be considered represented by the Association.

Upon the signature of this Memorandum of Understanding (MOU), the parties agree to modify the CBA to include DI nurses into the existing Association bargaining unit with all rights and privileges of other members of the bargaining unit. Except as modified herein, all provisions of the existing 2020 – 2021 CBA apply.

1. In the first full pay period after signing this MOU, DI nurses shall be paid wages as provided in the CBA. Within one week of signing this MOU, the Hospital shall evaluate and inform each nurse of the step to which they shall be assigned that reflects the nurse’s nursing experience as determined in §9.3. This assignment may be subject to the grievance process.
2. After signing this MOU, the Hospital shall facilitate the DI nurses' participation at the next available ONA orientation for new hires referenced in §2.2, including payment for their attendance and time away from other assigned duties.
3. Current nursing policies and practices in DI shall continue.
4. DI nurses shall not be required to take more call shifts than their current 48-hours every other weekend.

For Oregon Nurses Association

[Signature]
Gary Aguiar
Date: August 12, 2020

For McKenzie-Willamette Medical Center

[Signature]
Julie Cavinee
Date:

[Signature]
Desire Shubin
Date: