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

Wound Care Inclusion

McKenzie-Willamette Medical Center (Hospital) and Oregon Nurses Association (Association) agree that registered nurses and licensed practical nurses within the Wound Care (WC) department meet the definition of represented nurses within §1.1 of the existing collective bargaining agreement (CBA).

Upon the signature of this Memorandum of Understanding (MOU), the parties agree to modify the CBA to include WC 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 will apply.

1. In the first full pay period after signing this MOU, WC 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. In no case shall a nurse’s base wage be reduced from their current wage as a result of the step assignment. This assignment may be subject to the grievance process.

2. After signing this MOU, the Hospital shall facilitate the WC nurses’ participation at the next available ONA orientation for new hires referenced in §2.2, or as mutually agreed upon within thirty (30) days, including payment for their attendance and time away from other assigned duties.

3. WC nurses will be notified prior to the implementation of any changes to WC policies and/or procedures as is the current practice throughout the facility.

4. The offsite WC area and the onsite WC area will be considered a single WC department for staffing purposes as well as under Oregon’s Nurse Staffing law. When a nurse is floated from one area to the other, the following shall apply:
   a. Unless the nurse is notified the day before, travel time will be paid time.
   b. The Hospital shall pay IRS mileage for the distance from one area to the other.
   c. The travel time shall not be considered a meal or rest period under §8.12.

For Oregon Nurses Association

Gary Aguiar
Date: November 2, 2020

For McKenzie-Willamette Medical Center

Julie Cavinee
Date: November 3, 2020