MEMORANDUM OF UNDERSTANDING
OREGON NURSES ASSOCIATION
AND
MCKENZIE-WILLAMETTE MEDICAL CENTER
WHBCC Essential On-Call (EOC)

The parties agree work-life balance and patient safety is important for Women’s Health, Birth, and Child Center (WHBCC). Thus, they agree to modify their collective bargaining agreement as stated below:

1. The Hospital shall maintain and post in the WHBCC Department; a roster of WHBCC Nurses listing each nurse’s specified skill codes on a monthly basis.

2. The Hospital shall identify the list of projected staffing needs each Monday for the current week through the following Monday’s anticipated staffing needs and will notify WHBCC nurses by email.

3. Current EOC requirements will be in abeyance for a six-month trial period beginning January 1, 2021 and ending June 30, 2021. During the abeyance of EOC requirements, WHBCC nurses will agree to come to work for a nonscheduled shift in an emergency need situation when contacted.

4. During the six-month trial period, when nurses fulfill an emergent staffing need, they will receive pay at time and one half their regular base rate of pay. If an emergent staffing need is not met after all WHBCC nurses have been contacted via group text, a second and final request will be made via group text prior to offering any incentive pay above time and a half. To ensure everyone is contacted, all WHBCC nurses must be included in the group text. Opting out is not an option.

5. In the event the Hospital offers any incentive pay above time and a half two or more times in a 30-day period, the EOC guidelines for all WHBCC nursing staff may be reinstated. A committee comprised of WHBCC nursing management, WHBCC UPC, and WHBCC non-relief Charge Nurses will review the instances in which incentive pay above time and a half were offered at the next WHBCC UPC meeting. The committee shall include relevant factors in its discussion, including the forecasted needs from #2. The Chief Nursing Officer and an Association representative may attend that meeting as non-voting members. A majority of the committee which includes WHBCC nursing management, WHBCC UPC and WHBCC non-relief Charge Nurses, voting by an anonymous method, can reinstate EOC the following month to ensure safe staffing for emergency situations. If the committee agrees to reinstate EOC, negotiations between the Hospital and Association regarding EOC in abeyance would resume. EOC shall continue until an agreement is met.

6. If EOC is required, the EOC guidelines shall be:
   a. All WHBCC nurses, excluding resource, shall pick up twelve (12) hours of EOC each month per current EOC guidelines.
   b. The EOC nurse shall be cancelled first whenever the unit has adequate nurses on low-census standby at the discretion of the Charge Nurse.
c. The Hospital shall not utilize a nurse who is EOC when a regularly scheduled nurse who holds the skill code that is needed at the time, is floated to another unit.

d. If pay above time and a half is offered to a non-scheduled nurse, then that same pay shall also be paid to EOC nurses on that shift.

This agreement shall expire June 30, 2021. The Hospital and Association representatives agree to meet in May 2021 to bargain to agreement potential extensions or modifications to this agreement.

For Oregon Nurses Association

Gary Aguiar
Date: November 5, 2020

For McKenzie-Willamette Medical Center

Julie Cavinee
Date: November 5, 2020