McKenzie-Willamette WHBCC Side Letter and Wound Care Update

Today, we began bargaining a side letter to limit mandatory call in the Women’s Health, Birth, and Child Center (WHBCC) department. Nearly 20 WHBCC nurses showed their solidarity with our negotiators by writing letters to the CNO. These letters demonstrated WHBCC unity by explaining why mandatory call does not improve patient care in their department. In the letters, nurses detailed the deleterious effects of mandatory call on patient care and their personal lives.

Earlier this week, the employer emailed us their proposal, which required all WHBCC resource nurses to take 48 hours of mandatory call each month. These would count towards their points to keep their resource position.

No other McKenzie-Willamette resource nurses are required to sign up for mandatory call. Our bargaining team (Candy Bigbee, Crow Bolt and Curt Stupasky) heard loudly from WHBCC resource nurses that the employer’s proposal would not work. We declined the opportunity to accept the employer’s proposal.
We presented an alternate proposal, where mandatory call would kick in only when the master schedule fell below 60%. At all other times, WHBCC would not have mandatory call. Mandatory call was originally instituted several years ago because many positions were held vacant by the employer. Now that we are at full master, it is not needed. Indeed, few WHBCC nurses report being called in from mandatory call. You can view our full proposal here.

A big shout out to the WHBCC nurses, who helped nurses in all procedural units at McKenzie-Willamette! Last month, they successfully pushed for a side letter that froze mandatory call everywhere. So, if the employer tries to add additional shifts in any unit, they MUST bargain it with us first.

We will bargain the WHBCC mandatory call side letter again via Zoom on Sept. 25.

**Wound Care to Be Included in Our Bargaining Unit**

We recently heard from the employer that they will voluntarily recognize Wound Care nurses to include them in our bargaining unit. Last week, we filed a National Labor Relations Board petition for the inclusion of Wound Care nurses along with authorization cards signed by 100% of Wound Care nurses. Now, with the recognition by the employer, we no longer need to work through the NLRB hurdles, including a Sept. 15 hearing and subsequent election. We will proceed directly to a side letter, similar to the process we used for Diagnostic Imaging last month. Wound Care nurses are assembling ideas for an initial proposal. We hope to begin bargaining with the employer in the next few weeks.

If you have any questions, please contact your ONA labor representatives, Gary Aguiar at Aguiar@OregonRN.org.