Benefits Update and Coaching by Charge Nurses

Thank you for your work on behalf of our patients. As your executive committee, we are reporting to you about three issues at McKenzie-Willamette.

Proposed Changes to Benefits

First, our employer provided their annual notification of proposed changes to our benefits packages. In addition to a few minor changes, they proposed a five percent increase in healthcare insurance premiums. We provide complete information here. We have a unique contractual provision, they notify us of their proposed changes. We have a 10-day window to ask to meet and confer. If we disagree, we have 30-days to notify them we want to reopen the entire contract for bargaining.

Charge Nurse Coaching

Second, several charge nurses came to us asking for clarity about their participation in informal discipline through “coaching and counseling.” We have sent a letter to the employer outlining our position. While any nurse may mentor or precept another nurse, it is inappropriate for any nurse to participate in discipline—even informal discipline—especially when it is documented.

Patient Acuity and Intensity Tool

Third, in response to OHA findings of violations in the nurse staffing law (which we describe in our recent newsletter), our employer must produce a tool to assess patient acuity and intensity. We want to partner with our employer to develop acuity tools to ensure adequate staffing. Our UPC are at the forefront of this effort to develop strong Acuity tools in each department. Please support them as we advocate for acuity tools.

Our Staffing Committee direct care reps are holding two meetings, which are open to UPC members and other interested nurses.

- October 31, Thursday, 10:00 a.m. – 11:30 a.m. 16 Tons Café, 2864 Willamette St, Eugene (the building adjacent to Market of Choice)
- November 1, Friday, 1:30 p.m. – 3:00 p.m. Umpqua Room, basement of the McKenzie-Willamette Medical Office Building, 960 16th St., Springfield (the building adjacent to the hospital)

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