MEMORANDUM OF UNDERSTANDING

WHBCC On-Call Contingency Staffing Proposal

August 28, 2020

In accordance with AWHONN guidelines a contingency plan for all shifts must be in place in order to provide coverage in situations when existing staffing does not adequately meet hospital needs. In order to meet AWHONN’s staffing guidelines, a contingency plan with coverage of 24 hours/7 days a week (an average of 728 hours per month) is required. Effective October 1, 2020 the mandatory call coverage for the WHBCC unit will be as follows:

1) Call requirements: All resource nurses will be required to cover a total of 48 hours of call coverage per month. This call requirement will fulfill the points required of 6 average credits per month, as required for resource positions per the CBA. Nurses will have the option of choosing, between the 5th and 10th of the preceding month, available 12-hour call shifts on a first-come, first-served basis, covering a minimum of 12 hours of call coverage per week or an accumulative 48 hours of call coverage in each month.

2) Call Pay: Nurses called in to work while on call will receive the rate of time and one half (1.5x) their current base rate of pay for all hours worked.

3) Nurses on call will be required to report to work within 30 minutes of notification.

4) Nurses placed on standby either due to overstaffing, low census or by request may be canceled at the Charge Nurse’s discretion. House-wide staffing needs and required skill codes will be taken into consideration prior to canceling call coverage.

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