MEMORANDUM OF AGREEMENT

ED Rebid

Whereas McKenzie-Willamette Medical Center (hereafter, the “Hospital”) and the Oregon Nurses Association (hereafter, the “Union”) are parties to a Collective Bargaining Agreement (hereafter, the “Agreement”) that took effect on March 6, 2017 and is scheduled to expire on September 1, 2020;

Whereas, on May 30, 2019, the Hospital provided the Union with notice of the Hospital’s intention to rebid a new staffing matrix for the Emergency Department (hereafter, the "ED");

Now, therefore, the Hospital and the Union agree as follows:

(1) Article 8.1.2(1) of the Agreement, which, in relevant part, disallows more than three (3) consecutive work days for newly posted twelve-hour positions, shall not apply to this particular master schedule for the ED. Accordingly, by their signature below, the Hospital and the Union express and confirm their agreement that the June 13, 2019 master schedule matrix for the ED, a copy of which is attached hereto and made part hereof as “Exhibit A”, may and does include twelve-hour positions that will be scheduled to work on four (4) consecutive calendar days.

(2) Like any other Unit of the Hospital, in the case of the ED, the Hospital and the Union contemplate that, from time to time, and for one reason or another, there will be a vacancy in one or more of the positions that appear in the master schedule attached hereto as Exhibit A. The Hospital and the Union agree that, in any such event, the Hospital may post the position with a schedule that will require the Registered Nurse to whom the position is awarded to work on four (4) consecutive calendar days.

(3) The Hospital reserves any and all rights under the Agreement and applicable law to revise any master schedule for the ED and the Union acknowledges and agrees that, by entering into this Memorandum of Agreement, the Hospital has not waived, prejudiced, restricted or placed any conditions upon any of these rights.

(4) The Union reserves any and all rights under the Agreement and applicable law to file a grievance in response to and in challenge of any revision to the master schedule for the ED and the Hospital acknowledges and agrees that, by entering into this Memorandum of Agreement, the Union has not waived, prejudiced, restricted or placed any conditions upon any of these rights.

OREGON NURSES ASSOCIATION

By: John Bock Jr
Date: 6-13-19

MCKENZIE-WILLAMETTE MEDICAL CENTER

By: Juliette Canner
Date: 7-5-2019