MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
MCKENZIE-WILLAMETTE MEDICAL CENTER (HOSPITAL)
AND
OREGON NURSES ASSOCIATION (ASSOCIATION)

Whereas, the Hospital has implemented a policy that encourages vaccination of nurses and requires certain actions must be taken by nurses who are vaccinated and by those who are not;

Whereas, nurses as employees have an expectation that their vaccination status is a private matter;

Therefore, the parties do hereby agree that:

1. Protection of Vaccination Information
   a. No nurse shall be required to wear and/or carry any indication of their vaccination status in a manner that may be visible to their coworkers, patients, or the general public, including stickers, badge markers, etc.
   b. No nurse shall be required to divulge their vaccination status to anyone other than employee health or human resources personnel.
   c. Information as to the vaccination status of each nurse shall be maintained in a confidential file, separate from their personnel file. In no case shall the separate file on nurse’s vaccination status be accessed by anyone who does not have a need to know.

2. Term. This MOU shall remain in effect for 90 days and shall be renewed automatically for 90-day periods unless the Association provides notice otherwise within 14 days prior to expiration.

For Oregon Nurses Association

Gary Aguiar, Labor Representative
Date: December 13, 2021

For McKenzie-Willamette Medical Center

Desiree Shubin, Chief Nursing Officer
Date: