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

Whereas the Wound Care nurses were brought into the bargaining unit on November 3, 2020; the parties agree to implement working conditions for charge nurses in the Wound Care as follows:

1. All other provisions of the collective bargaining agreement (CBA) not identified in this MOU shall remain fully in force.
2. Henceforth and for consistency with the CBA, Wound Care nurses acting in the role as case managers shall be Wound Care Relief Charge Nurses, with all rights and privileges of Relief Charge Nurses (§3.3 and §3.4), except as described herein.
3. A Wound Care Relief Charge Nurse shall be scheduled at each clinic each business day. If a Wound Care Relief Charge Nurse needs to be changed after final schedule posting, another trained RN will be scheduled as Wound Care Relief Charge Nurse. A scheduled Wound Care Relief Charge Nurse shall not be replaced by a non-scheduled Wound Care Relief Charge Nurse. No manager shall act as a Wound Care Relief Charge Nurse, except for an emergent need and in no case may they do so regularly and repetitively. To act as a Wound Care Relief Charge Nurse, a manager must maintain their competencies in Wound Care (§8.11).
4. Changes to the meals and breaks plan will not be made solely due to staff preferences for that day without prior approval of the Nurse Manager or designee. The Wound Care Relief Charge Nurse will notify management of changes to the meals and breaks plan when time allows, but no later than the end of shift. (§8.12)
5. Wound Care Relief Charge Nurse shall receive the same Charge Nurse Differential as described in §9.10. A nurse who worked in the care manager role shall be paid the charge nurse differential retroactively for all compensated hours since December 1, 2021.
6. Supervisory Responsibility/Procedure of the Percentage Rotation System shall follow the same provisions described in §12.2.1, paragraph 4.
7. Order of Cancellation/Standby – During the Shift shall follow the same provisions described in §12.2.3.
8. The Charge and Relief Charge Nurse Calculation of the Procedure and Percentage Calculation Method described in §12.2.4, paragraph 7 is not applicable to Wound Care.
9. All Wound Care registered nurses are eligible to act as a Wound Care Relief Charge Nurse role. The employer shall provide orientation to the role for all Wound Care registered nurses. Posting of Charge Nurse Vacancies is not applicable since the Wound Care Relief Charge Nurse is a daily, not a permanent assignment (§13.4) However, these provisions of §3.4 still apply. “Relief charge assignment is voluntary,
provided another scheduled qualified nurse is available. A nurse shall not be required to
work a relief charge assignment for more than twenty-five percent (25%) of the nurse's
scheduled monthly hours without the nurse's consent."
10. Staffing Assessment shall follow the same provisions described in §18.2.2.
11. Term. This MOU shall remain in effect for the life of the 2021 – 2024 CBA, which expires
on June 1, 2024. After that, if the parties agree, these provisions shall be placed in a
separate article in the main body of the CBA.

For Oregon Nurses Association

Gary Aguiar, Labor Representative
Date: March 31, 2022

For McKenzie-Willamette Medical Center

Desi Shubin, Chief Nursing Officer
Date: