MCW Employer Refuses to Do the Right Thing on Step Placement

Our employer has refused to do the right thing on step placement. New hires are being offered year-for-year credit for prior experience, but current employees are not being offered that correction. In bargaining we agreed to offer new hires appropriate credit with the understanding that HR would review those who were hired earlier.

At least one-third of our bargaining unit is affected by this misplacement. We have now asked three times for the employer to do the right thing and fix this matter. We filed a grievance, several individual nurses shared their prior nursing experience and asked to be placed appropriately, and nearly 50 nurses walked a formal letter to administrating accompanied by signatures of 81% of our bargaining unit on June 3.

On June 28, the employer responded saying they have no legal obligation to fix it. They don't understand that many experienced nurses are leaving because of this matter. We are asking them to do the right thing, whether they are legally obligated do so or no is irrelevant.

The employer's letter and our responses can be found here. Please note the employer identified a grievance filed on behalf an individual member. We redacted these references from our communications.

The employer keeps asking us how we can recruit and retain experienced nurses. Here is a simple fix!

Our Step Placement Team is reaching out to nurses to discuss our next step in this campaign. We are unified and could elevate in a number of ways.

Please reach out to Jennie Brown (Endo), Clarissa Varihue (CCU) or our labor rep, Gary Aguiar, 503-444-0690, Aguiar@OregonRN.org.