MEMORANDUM OF AGREEMENT
Scope of Practice NERC Subcommittee

Parties
The parties to this Memorandum of Agreement (hereinafter “MOA”) are Multnomah County, Oregon (hereinafter “County”) and Oregon Nurses Association (hereinafter “Association”).

Background
In the course of 2018 Successor Labor Contract negotiations, the parties discussed scope of practice for nurses.

The parties mutually agree to form an ad hoc advisory Subcommittee of the Nurse Employee Relations Committee (hereinafter “NERC”) during the term of the 2018-2021 Collective Bargaining Agreement (hereinafter “CBA”).

THEREFORE, the parties mutually agree as follows:

Terms
The parties agree to appoint up to three (3) representatives from the Association and three (3) representatives from the County to participate on an ad hoc joint Subcommittee of NERC to discuss scope of practice issues.

The parties agree to the following Subcommittee ground rules:

Acknowledging the necessity of compliance with the Oregon State Board of Nursing, while valuing the strengths, contributions, and employment experience of health care team members;
Promoting full shared knowledge and understanding of scope of practice issues;

Reviewing the employee churn rate. The County will gather information so that the parties can review the churn rate and the costs associated with the churn on a semi-annual basis. The parties will meet in March and September each year to review the information.

Creating a respectful and receptive environment to discuss and consider scope of practice issues in a non-punitive manner; and

Providing opportunities and resources for employees’ professional advancement in order to take advantage of their certification’s and/or licensure’s full scope of practice within the job requirements of their position.

Reasonable efforts shall be made by each party to identify Subcommittee representatives within forty-five (45) days from the ratification of the successor CBA.

Reasonable efforts shall be made to schedule the first meeting within forty-five (45) days from identification of the Subcommittee representatives. The Subcommittee shall meet monthly, to the extent practicable.

The goal of this Subcommittee will be to reach consensus regarding scope of practice policy revisions. When consensus has been reached between Subcommittee members, the Subcommittee shall make recommendations to the full NERC, who will review them and make final recommendations to the Team-Based Care Committee.

If new scope of practice issues arise for either party, the Subcommittee shall be reconvened.

This MOA obligating the parties to form a Subcommittee of NERC will expire upon the
parties reaching agreement on Subcommittee recommendations to the NERC, or ratification of the successor CBA following the parties’ 2018-2021 CBA, whichever occurs first. This MOA may be otherwise extended upon mutual agreement of the parties.

Agreed to this 20th day of December, 2018.

For the Union:     For the County:

                                                 
Brian Howard     James J. Opoka
ONA LR Representative     Labor Relations Manager