

MEMORANDUM OF UNDERSTANDING
OREGON NURSES ASSOCIATION AND BENTON COUNTY

Nurses Labor Management Advisory Committee

The parties agree to create a Nurses Labor Management Advisory Committee (“committee”) as described in Article 24. Initially, the committee shall address the workload assignment issues detailed in this MOU. However, the parties may agree to continue the committee on other issues.

The parties recognize that individual workload for many nurses has expanded through employee attrition and increased client volume such that many nurses cannot reasonably accomplish all of their assigned tasks during scheduled worktime. Before December 1, 2021, a thorough review of each nurses’ workload shall be conducted by the committee.

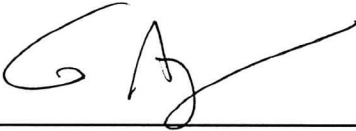
Before March 1, 2022, the committee shall develop an educational experience available to all nurses that empower nurses to have respectful, frank, direct conversations with their supervisors to seek creative options to readjust individual workload. The educational experience shall also be available for supervisors. When a nurse and their supervisor discuss workload readjustments, another nurse may participate in these conversations to support the nurse, at the nurse’s choice.

Before June 30, 2023, the committee shall develop relevant group exercises and structured learning that facilitate cultural change in the organization about workload assignments. Where possible, the committee will take advantage of existing models that could be incorporated County-wide. This work could possibly cooperatively be coordinated with other County departments or areas. The objective is to reshape job positions, where nurses can leave work on time without taking home stress about uncompleted work.

Up to four (4) nurses, selected by the bargaining unit, shall serve on the committee on paid time. The Association labor representative shall be a member of the committee. As authorized, the County further agrees to pay for consultants and travel to relevant conferences.

For Oregon Nurses Association

For Benton County



Gary Aguiar

Labor Representative

Date August 5, 2021

Tracy Martineau

Human Resources Director

Date 8.09.2021