Memorandum of Understanding
Sixth and Consecutive Day Premium Pay
August 20, 2013

Background:

During a recent grievance it was discovered that the Medical Center was not paying the Sixth and Consecutive Premium Pay as described in Article 9.4.2 of the current agreement.

And, as PeaceHealth was in the process of implementing a new timekeeping system, My Time (Kronos), it was determined that paying the Sixth and Consecutive Premium Pay as described in Article 9.4.2 would be problematic with the new system. For this reason, both parties agreed to bring the issue to the Labor Management Committee to determine the best way to address the discrepancies between current practice, past practice and the contract language.

After discussion, both parties agreed to return to the contract language in the 2006-2010 Collective Bargaining Agreement for Article 9.4.2 to be consistent with the current and past practice

The agreed upon language is as follows (there are no further changes to any of the provisions in 9.4.2):

9.4.2 Sixth and consecutive day. On the sixth consecutive day worked, and each subsequent consecutive day worked, following five (5) consecutive days already worked, unless waived by mutual agreement. To qualify as a consecutive day of work under this paragraph, the nurse must have worked four (4) or more hours in such day.

   a. Any day worked, regardless of the nurse’s rate of pay for that day, will count toward sixth and consecutive day pay under this section. For purposes of this section, “day” is defined as the calendar day on which the nurse’s scheduled shift begins, a 24-hour period commencing at the beginning of the nurse’s regularly scheduled shift. All time worked during or contiguous to this scheduled shift is considered time worked on the day the scheduled shift begins. In the event a nurse works a portion of a shift that is not part of or contiguous to a scheduled shift, the work is considered to have occurred on the day the worked shift begins.

SACRED HEART MEDICAL CENTER  OREGON NURSES ASSOCIATION

By: [Signature]  By: [Signature]
Date: 8/6/13    Date: 8/20/13