



Letter of Agreement

Cascade Health Solutions (CHS) and the Oregon Nurses Association (ONA) wish to document that as of December 4, 2014, they are in agreement regarding the following revisions to the on-call nurse positions structure as originally outlined in the ONA/Cascade Health Solutions 2013 – 2016 Collective Bargaining Agreement.

- The hours per pay period will be increased from 40 to 48 hours (9.14.2).
- Premium pay will be available after 6.9 hours worked in a shift or 48 hours in the work week. Consecutive hours will not be required during the shift. (9.14.3).
- All shifts will be 1630 – 0800 daily, no weekend day backup coverage will be required (8.9).
- On-call nurse positions will be included in the overall staff nurse holiday rotation system, which will cover business, evening, and night hours of the holiday.
- Shifts will be calculated from date started, even though it covers portions of two calendar days.
- A benefit package (medical, vision, dental, life, LTD, 401k) will be available to the on-call nurse positions. Earned leave accrual will be excluded. The 13% in lieu of benefits pay will be discontinued.
- Article 9.3 will be as follows:
9.3 Credit for prior experience. A nurse with at least two (2) years of full time experience in an acute care hospital, or experience applicable to the position, will be started at not less than the applicable step indicated below.

2 to 3 out of the last 4 years:	Step 2
4 to 5 out of the last 6 years:	Step 3

All other structural elements of the on-call positions as outlined in the 2013 – 2016 Collective Bargaining Agreement will remain as published.

Tamara C Gryte

Tamara Gryte
Cascade Health Solutions
12/9/14

Date

Gary Nauta

Gary Nauta
Oregon Nurses Association
12/8/14

Date