CMH/ONA Memorandum of Agreement

Family Birthing Center – International Board Certified Lactation Consultant (IBCLC) Advice Calls

Issue: Patients calling the International Board Certified Lactation Consultant (IBCLC) after hours. IBCLCs need to document calls in Cerner from home and add to chart notes in consult/phone notes section in Cerner. This will ensure a more immediate way of charting and is HIPAA compliant.

In support of the care needs of lactating mothers of the Family Birthing Center, and at the request of the Columbia Memorial Hospital (CMH) IBCLC the nurses voluntarily agree to respond to lactation advice telephone calls after hours as needed and available per IBCLC discretion as follows;

- The IBCLCs and ONA agree that call pay under Article 36, Section 2 shall not apply.
- The IBCLCs will log all phone calls in which they give nursing advice. Nurses shall be paid for all such time at their regular rate of pay for actual time of phone call and time documenting call, but with no minimum.
- Time spent responding to and logging all phone calls will be recognized as hours worked. All applicable overtime wage and hour regulations for work that exceeds 40 hours, and corresponding benefit accruals pursuant to the Collective Bargaining Agreement between CMH and the Oregon Nurses Association (ONA) will apply.
- It is the responsibility of the IBCLC to provide their time to their manager monthly in order to enter into the timekeeping system.

IBCLCs will be use a cell phone designated for lactation calls only and provided with a CMH laptop for documentation purposes at home. The IBCLCs will utilize this CMH provided electronic equipment only for the purpose of documenting the received lactations calls. This equipment will be rotated amongst the IBCLCs.

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Lucy Dupree, Organizational Development
Human Resources Director

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