

AGREEMENT

between

OREGON NURSES ASSOCIATION

and

PROVIDENCE ST. VINCENT MEDICAL CENTER

January 1, 2016 through December 31, 2017

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AGREEMENT

THIS AGREEMENT by and between PROVIDENCE ST. VINCENT MEDICAL CENTER of Portland, Oregon, hereinafter referred to as "the Medical Center," and OREGON NURSES ASSOCIATION, hereinafter referred to as "Association or the Association,"

WITNESSETH:

The intention of this Agreement is to formalize a mutually agreed upon and understandable working relationship between the Medical Center and its registered professional nurses which will be based upon equity and justice with respect to wages, hours of service, general conditions of employment and communication, to the end that the dedicated common objective of superior patient care may be harmoniously obtained and consistently maintained.

For and in consideration of the mutual covenants and undertakings herein contained, the Medical Center and Association do hereby agree as follows:

ARTICLE I – RECOGNITION AND MEMBERSHIP

A. The Medical Center recognizes Association as the collective bargaining representative with respect to rates of pay, hours of pay, hours of work and other conditions of employment for a bargaining unit composed of all registered professional nurses employed by the Medical Center as staff nurses, and charge nurses, excluding Sisters of Providence, administrative and supervisory personnel, temporary nurses, and registered professional nurses employed in the following departments and areas: Admissions, Physical Therapy, EEG, Anesthetists, EKG, Radiology, Laboratory, Pharmacy (other than the IV Nurses), Occupational Therapy, Nursing Education, Dietary, Medical Records, Personnel and Housekeeping and Industrial Nurses.

B. Definitions:

1. Nurse - Registered or licensed professional nurse currently licensed to practice professional nursing in Oregon.
2. Staff Nurse - Responsible for the direct or indirect total care of patient.
3. Charge Nurse - In addition to being responsible for the direct or indirect total care of patient, assists and coordinates as assigned by the Medical Center in the continuity of patient care responsibilities and clinical activities of an organized nursing unit. A nurse will be temporarily assigned to the position of charge nurse when both an assigned supervisor and the charge nurse are absent from the unit because of vacation, sickness or days off.

4. Organized Nursing Unit - As designated by the Medical Center, shall have a charge nurse assigned to each unit on each shift. At least one other nurse will be assigned to each unit on each regularly scheduled shift. For call-back hours in the OR, MPU, OP Eye clinic and Dialysis Services, the charge nurse or relief charge nurse may call in other staff in lieu of an RN when in his/her judgment it is deemed appropriate.

5. Cluster – A group of Organized Nursing Units that typically share similar patient condition(s), and acuity.

6. Part-time Nurse - Any nurse who is regularly scheduled to work less than forty (40) hours per week and who works consistently throughout the twelve (12) month period. Nurses who are regularly scheduled to work four 9-hour shifts or three 12-hour shifts per week shall be considered full-time rather than part-time nurses.

7. Resource Nurse - Any nurse who is not assigned an FTE by the Medical Center. To remain employed as a Resource nurse, the nurse must meet the availability requirements of Article 5.H.

8. Temporary Nurse - Any nurse who is employed for a specified period of time not to exceed three (3) months, or any nurse who is employed to fill positions because of any combination of leaves of absence, vacations, holidays, and sick leave for a period of time not to exceed six (6) months.

9. Reclassification - A temporary or resource nurse, other than one employed to fill positions because of any combination of leaves of absence, vacations, holidays, and sick leave for a period of time not to exceed six (6) months, who regularly works more than eight (8) hours per week for at least three (3) consecutive months may request reclassification to part-time or full-time status consistent with such hours worked. In the event of a request under such circumstances, the position will be posted under the Seniority and Job Posting article. In the event such request is not made and the temporary nurse has regularly worked more than eight (8) hours per week for over three (3) months, for reasons other than filling a position(s) due to leaves of absence, vacations, holidays, and/or sick leave, the position will be posted upon request by the Association in accordance with Article XVIII.

C. Membership. The Medical Center will provide thirty (30) minutes during new hire general nursing orientation for a bargaining unit nurse designated by Association to discuss contract negotiation and administration matters with new hire nurses. The Medical Center will

notify Association or its designee of the date and time for this purpose, at least two (2) weeks in advance. The nurse designated by Association will be paid at the nurse's regular hourly rate.

1. The following provisions apply to any nurse hired before December 14, 2009 ("Effective Date"): Membership in the American Nurses Association through Association shall be encouraged, although it shall not be required as a condition of employment. Notwithstanding the prior sentence, if a nurse hired before December 14, 2009, voluntarily joins the Association or has voluntarily joined the Association as of December 14, 2009, the nurse must thereafter maintain such membership, as an ongoing condition of employment, or exercise one of the two options listed in 2.a. (ii) or (iii) below.

a. Transfers. Nurses who are members of the Association or have exercised one of the two options listed in 2.a. (ii) or (iii) below will maintain such status upon transfer to Providence Portland Medical Center, Providence St. Vincent Medical Center, Providence Willamette Falls Hospital, and Providence Home Health and Hospice. Nurses who are not members at another facility in the Portland metro area where they are represented by a union may continue such status, at their option, upon transfer to Providence Portland Medical Center, Providence St. Vincent Medical Center, and Providence Home Health and Hospice, unless they elect to exercise one of the two options listed in 2.a. (ii) or (iii) below.

b. Promotions within a facility. A nurse subject to paragraph a above as of December 14, 2009, who assumes a position at the Medical Center outside of the bargaining unit will retain her/his respective status (as a nonmember, a member whose membership must be maintained, or one of the two options listed in 2.a. (ii) or (iii) below) if he or she returns to the bargaining unit within one year of the date that the nurse assumed a non-bargaining position. A nurse who returns to the bargaining unit after one year will be subject to the choices in paragraph 2.a below.

2. The following provisions apply to any nurse hired **after** December 14, 2009:

c. By the 31st calendar day following the day that the nurse begins working, each nurse must do one of the following, as a condition of employment:

i. Become and remain a member in good standing of the Association and pay membership dues (Association member);
or

ii. Pay the Association a representation fee established by the Association in accordance with the law; or

iii. Exercise his/her right to object on religious grounds. Any employee who is a member of, and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect, that holds conscientious objections to joining or financially supporting labor organizations, will, in lieu of dues and fees, pay sums equal to such dues and/or fees to a non-religious charitable fund. These religious objections and decisions as to which fund will be used must be documented and declared in writing to the Association and the Medical Center. Such payments must be made to the charity within fifteen (15) calendar days of the time that dues would have been paid.

d. The Medical Center will provide a copy of the collective bargaining agreement to newly hired nurses, along with including a form provided by the Association that confirms the provisions above. The nurse will be asked to sign upon receipt and return the signed form directly to the Association. The Medical Center will work in good faith to develop a procedure to retain copies of such signed forms.

e. A nurse should notify the Association's Membership Coordinator, in writing, of a desire to change his or her status under the provisions of 2.a above by mail, to the business address for the Association.

f. The Association will provide the Medical Center with copies of at least two notices sent to a nurse who has not met the obligations to which he/she is subject, pursuant to this Article. The Association may request that Medical Center terminate the employment of a nurse who does not meet the obligations to which he/she is subject, pursuant to this Article. After such a request is made, Providence will terminate the nurse's employment no later than fourteen (14) days after receiving the written request from the Association. The Medical Center will have no obligation to pay severance or any other notice pay related to such termination of employment.

3. The following provisions apply to all nurses.

a. Dues Deduction. The Medical Center shall deduct the amount of Association dues, as specified in writing by Association, from the wages of all employees covered by this Agreement who voluntarily agree to such deductions and who submit an appropriately written authorization to the Medical Center. Changes in amounts to be deducted from a nurse's wages will be made on the basis of specific written confirmation by Association received not less than one month before the deduction. Deductions made in accordance with this section will be remitted by the Medical Center to Association monthly, with a list showing the names and amounts regarding the nurses for whom the deductions have been made.

4. Association will indemnify and save the Medical Center harmless against any and all third party claims, demands, suits, and other forms of liability that may arise out of, or by reason of action taken by the Medical Center in connection with, this Article.

5. The parties will work together to reach a mutual agreement on the information to be provided to the Association, to track the provisions in this Article.

ARTICLE II – EQUALITY OF EMPLOYMENT OPPORTUNITY

The Medical Center and Association shall, in accordance with applicable state and federal laws, not discriminate in employment matters against any nurse on account of age, sex, race, creed, color, national origin, marital status, veteran status, religion, religious beliefs, sexual orientation, or physical or mental handicap not relevant to performance of duties. There shall be no discrimination by the Medical Center against any nurse on account of membership in or lawful activity on behalf of the Association, provided that it does not interfere with normal the Medical Center routine, his/her duties or those of other Medical Center employees.

ARTICLE III-A – VACATIONS

A. Accrual. Each regular full-time and part-time nurse who is employed as of January 1, 2010, and who has opted out of the PTO system before January 1, 2010, shall accrue vacations as follows:

1. From and after the nurse's most recent date of employment until the nurse's fourth (4th) anniversary of continuous employment--0.0384 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately two (2) weeks of vacation per year with 80 hours' pay for a full-time nurse);

2. From and after the nurse's fourth (4th) anniversary of continuous employment until the nurse's ninth (9th) anniversary of continuous employment--0.0577 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately three (3) weeks of vacation per year with 120 hours' pay for a full-time nurse);

3. From and after the nurse's ninth (9th) anniversary of continuous employment--0.0769 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately four (4) weeks of vacation per year with 160 hours' pay for a full-time nurse).

4. If a nurse quits and is reemployed within twelve (12) months, the nurse's "most recent date of employment" will be calculated as if the quit had not occurred.

5. Vacations accrued during an anniversary year may be carried over from one anniversary year to the next. A nurse's accrued but unused vacation may not exceed the combined total of two (2) years' earned vacations.

6. Accrued vacation may not be used until the nurse has been continuously employed for at least six (6) months, except in the case of a mandatory Low Census (if requested by the nurse).

B. Compensable Hour. A compensable hour under A above shall include only hours directly compensated by the Medical Center, and shall not include hours while on layoff, standby hours not actually worked, hours compensated through third parties, hours paid in lieu of notice of termination, or hours while in resource or temporary nurse status.

C. Rate of Pay. Vacation pay will be computed at the nurse's regular hourly rate of pay, including applicable differentials provided by appendices hereto, at the time of use.

D. Scheduling. In scheduling vacation, the Medical Center will provide a form for each eligible nurse to submit written requests for specific time off.

1. For pre-scheduled vacation between April 1 and September 30, requests submitted between October 1 and October 31 shall be granted on the basis of seniority within the same unit and shift. For pre-scheduled vacation between October 1 and March 31 of the following year, requests submitted between April 1 and April 30 shall be granted on the basis of seniority within the same unit and shift. In the event that registered nurses with the same seniority submit requests for the same or overlapping

periods of vacation, the issue will be decided by a flip of a coin. Written confirmation of a nurse's scheduled vacation will be provided within four (4) weeks of October 31 and April 30, respectively. The number of persons who may be on pre-scheduled vacation at one time will be defined at the unit level.

2. Vacation requests submitted after October 31 for time off during the next eleven (11) months (up through September 30) or after April 30 for time off during the next eleven (11) months (up through March 31) will be granted based on the date the request is submitted. In the event that nurses from the same unit and shift submit requests under this paragraph on the same day for the same or overlapping periods of vacation, the senior nurse shall be given preference, if necessary. Written confirmation of the nurse's vacation request will be provided within three (3) weeks after submission, if such request is submitted at least three (3) weeks prior to the posting of the schedule for the period during which the vacation has been requested.

3. Once a vacation request has been approved, it can only be changed by mutual agreement between the Medical Center and the nurse. This paragraph will not apply if the nurse changes unit or shift after approval but before the time off period, if, prior to the unit or shift change, other vacation has been approved for two (2) or more nurses in the nurse's new unit and shift for the same time off. Moreover, vacation requests shall not be converted to requests for unpaid time off absent the Medical Center approval.

4. Scheduling of vacation is best resolved by unit-based decisions, where the affected nurses are involved in creative and flexible approaches to such scheduling. Each unit will develop guidelines that promote the ability of the nurses on that unit to preschedule vacation.

5. A nurse who has accrued vacation time sufficient to cover all hours which the nurse would otherwise be scheduled to work in a week of seven (7) consecutive days may apply such vacation to cover all regularly scheduled hours during each such week and will not be required to work during such week(s). A nurse may take accrued vacation days off covering less than one (1) week.

E. Pay Upon Termination. Accrued but unused vacation will be paid a regular nurse upon termination of employment, provided (1) the nurse has been continuously employed not less than six (6) months and (2) such vacation has not been forfeited as provided in the Employment Status article of this Agreement.

ARTICLE III-B – PAID TIME OFF

The provisions of the Medical Center's Paid Time Off (PTO)/Extended Illness Time (EIT) program are set forth in this Article III-B and in Article IV-B. The Paid Time Off ("PTO") program encompasses time taken in connection with vacation, illness, personal business, and holidays.

All nurses hired or moving into full-time/part-time benefit eligible status on or after January 1, 2010, will participate in the PTO/EIT program in lieu of the benefits provided under Articles III-A (Vacation), IV-A (Sick Leave) and VI (Holidays). In addition, all nurses who were employed as of December 31, 2009, may elect to enroll in the Medical Center's PTO/EIT program in lieu of the benefits provided under Articles III-B (Vacation), IV-B (Sick Leave) and VI (Holidays), on the terms outlined in Paragraph H of this Article III-B.

A. Accrual. Each regular full-time and part-time nurse regularly scheduled to work an average of at least 24 hours per week shall accrue PTO as follows:

1. From and after the nurse's most recent date of employment until the nurse's fourth (4th) anniversary of continuous employment — 0.0924 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately 24 days of PTO per year with 192 hours' pay for a full-time nurse);

2. From and after the nurse's fourth (4th) anniversary of continuous employment until the nurse's ninth (9th) anniversary of continuous employment—0.1116 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately 29 days of PTO per year with 232 hours' pay for a full-time nurse);

3. From and after the nurse's ninth (9th) anniversary of continuous employment—.1308 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately 34 days of PTO per year with 272 hours' pay for a full-time nurse).

4. For regular nurses on schedules consisting of three (3) days each week, with each workday consisting of a 12-hour shift, or four (4) days each week, with each workday consisting of a 9-hour shift, the accrual rates in paragraphs 1, 2 and 3 immediately above will be changed to 0.0963, 0.1155, and 0.1347 hours, respectively, per paid hour, not to exceed 72 paid hours per two-week pay period.

5. Accrual will cease when a nurse has unused PTO accrual equal to one and one-half (1½) times the applicable annual accrual set forth above.

6. If a nurse quits and is reemployed within twelve (12) months, the nurse's "most recent date of employment" will be calculated as if the quit had not occurred.

7. Notwithstanding the eligibility for PTO accrual set forth above, all nurses employed as of the ratification date of this Agreement shall be eligible to enroll in the PTO/EIT program even if they hold a position of less than .6 FTE.

B. Compensable hour. A compensable hour under Paragraph 1 above shall include only hours directly compensated by the Medical Center, and shall not include overtime hours, hours while on layoff, standby hours not actually worked, hours compensated through third parties, hours paid in lieu of notice of termination, or hours while in temporary or resource nurse status.

C. Rate of pay. PTO pay will be computed at the nurse's regular hourly rate of pay, including applicable differentials provided by appendices hereto, at the time of use.

D. Scheduling. Except for unexpected illness or emergencies, PTO should be scheduled in advance. The provisions herein governing scheduling of PTO do not differ in substance from the provisions in Article III-A.D governing scheduling of vacations. In scheduling PTO, the Medical Center will provide a form for each eligible nurse to submit written requests for specific PTO.

1. For pre-scheduled PTO between April 1 and September 30, requests submitted between October 1 and October 31 shall be granted on the basis of seniority within the same unit and shift. For pre-scheduled PTO between October 1 and March 31 of the following year, requests submitted between April 1 and April 30 shall be granted on the basis of seniority within the same unit and shift. In the event that registered nurses with the same seniority submit requests for the same or overlapping periods of PTO, the issue will be decided by a flip of a coin. Written confirmation of a nurse's scheduled PTO will be provided within four (4) weeks of October 31 and April 30, respectively. The number of persons who may be on pre-scheduled PTO at one time will be defined at the unit level.

2. PTO requests submitted after October 31 for time off during the next eleven (11) months (up through September 30) or after April 30 for time off during the next eleven (11) months (up through March 31) will be granted based on the date the

request is submitted. In the event that nurses from the same unit and shift submit requests under this paragraph on the same day for the same or overlapping periods of PTO, the senior nurse shall be given preference, if necessary. Written confirmation of the nurse's PTO request will be provided within three (3) weeks after submission, if such request is submitted at least three (3) weeks prior to the posting of the schedule for the period during which the PTO has been requested.

3. Once a PTO request has been approved, it can only be changed by mutual agreement between the Medical Center and the nurse. This paragraph will not apply if the nurse changes unit or shift after approval but before the time off period, if, prior to the unit or shift change, other PTO has been approved for two (2) or more nurses in the nurse's new unit and shift for the same time off. Moreover, PTO requests shall not be converted to requests for unpaid time off absent Medical Center approval.

4. Scheduling of PTO is best resolved by unit-based decisions, where the affected nurses are involved in creative and flexible approaches to such scheduling. Each unit will develop guidelines that promote the ability of the nurses on that unit to preschedule PTO.

E. Use of PTO.

1. Accrued PTO may not be used until the nurse has been continuously employed for at least six (6) months, except in the case of a mandatory Low Census (if requested by the nurse).

2. PTO must be used for any absence of a quarter hour or more, except that the nurse may choose to use or not to use PTO for time off (a) in the event of Low Census under Article XVI.G, or (b) for leaves of absence under applicable family and medical leave laws if the nurse's accrued PTO account is then at 40 hours or less.

3. A nurse who has accrued PTO sufficient to cover all hours which the nurse would otherwise be scheduled to work in a week of seven (7) consecutive days may apply such PTO to cover all regularly scheduled hours during each such week and will not be required to work during such week(s). A nurse may take accrued PTO covering less than one (1) week.

4. PTO may be used in addition to receiving workers' compensation benefits if EIT is not available, up to a combined total of PTO, EIT (if any) and workers'

compensation benefits that does not exceed two-thirds (2/3) of the nurse's straight-time pay for the missed hours.

5. PTO may not be used when the nurse is eligible for Medical Center compensation in connection with a family death, jury duty, witness appearance, or EIT.

F. Pay upon termination. Accrued but unused PTO will be paid to a regular nurse upon termination of employment, provided (1) the nurse has been continuously employed not less than six (6) months and (2) such PTO has not been forfeited as provided in the Employment Status article of this Agreement.

G. Holidays. On the observed holidays of New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, the following will apply:

1. When a nurse is scheduled to work an observed holiday and requests time off, PTO will be used for the time off. However, if the nurse, with the manager's approval, works (or if the nurse requests but is not assigned to work) a substitute day in the same workweek, the nurse is not required to use PTO for the holiday.

2. If a nurse works on an observed holiday, the nurse will be paid one and one-half times the nurse's straight-time rate and will retain accrued PTO hours for use at another time.

3. If an observed holiday occurs on a Saturday or Sunday, nurses in departments that are regularly scheduled only Monday through Friday will observe the holiday on the Friday or Monday that is closest to the holiday and designated by the Medical Center.

4. In the Main Operating Room, if an observed holiday occurs on a Sunday, nurses in that department will observe the holiday on the Monday that is closest to the holiday.

5. A night shift will be deemed to have occurred on an observed holiday only if a majority of its scheduled hours are within the holiday.

6. If an observed holiday occurs before completion of a regular nurse's first six (6) months of employment and the nurse does not have sufficient PTO hours accrued, the PTO hours used for the holiday under this section will be charged against the next PTO hours accrued by the nurse.

7. The Medical Center shall attempt to rotate holiday work. Consistent with Subsection D(4) of this Article, units may develop guidelines that provide for the fair and just rotation of the scheduling of shifts on holidays. The parties agree to respect such unit-based guidelines, even if they are not seniority-based. These rotational guidelines will not apply to, or modify, the seniority-based process of requesting vacation and/or PTO as set forth in Articles III-A and III-B.

H. Enrollment in PTO/EIT program. Nurses shall be eligible on an annual basis to enroll in the Medical Center's PTO/EIT program, as set forth in Articles III-A and IV-A of this Agreement.

1. Upon enrollment, all accrued but unused vacation time shall be deposited in the nurse's PTO account, and all accrued but unused sick leave hours shall be deposited in the nurse's EIT account.

2. Nurses may also elect to remain subject to the vacation-sick leave-holiday program set forth in Articles III-A, IV-A and VI. Nurses employed as of the date of ratification of this Agreement shall have the right, if they so choose, to remain subject to this program for the duration of their continuous employment at the Medical Center.

3. Nurses hired after May 2006 but before December 31, 2009, must choose within thirty (30) days of their hire date whether they wish to enroll in the PTO/EIT program or the vacation-sick leave-holiday program.

4. Nurses who enroll in the PTO/EIT program may not subsequently opt out of the program.

ARTICLE IV-A – SICK LEAVE

A. Accrual. Each regular full-time and part-time nurse will accrue sick leave at the rate of 0.0462 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately 8 hours of sick leave per month for a full-time nurse). Each regular nurse who is regularly scheduled for an average of 36 hours per week will accrue sick leave at the rate of 0.0513 hours per compensable hour, not to exceed 72 compensable hours in each two (2) consecutive workweek period (approximately 8 hours of sick leave per month for such a nurse).

1. If a nurse transfers to other employment by the Medical Center in a job classification not covered by this Agreement without a break in continuity of employment by the Medical Center, he/she will retain for use his/her sick leave credits accumulated under this Agreement at time of transfer.

2. The maximum number of hours of sick leave which may be accumulated is 720. A regular full-time or part-time nurse who has 720 hours of accumulated but unused sick leave will specially accrue 0.0192 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately one (1) week per year for an eligible full-time nurse), which will be credited to the nurse's accrued vacation.

B. Compensable Hour. A compensable hour under A above shall include only hours directly compensated by the Medical Center, and shall not include hours while on layoff, standby hours not actually worked, hours compensated through third parties, hours paid in lieu of notice of termination, or hours while in temporary or resource nurse status.

C. Sick Leave Use.

1. A regular nurse who has been continuously employed for six (6) months and who becomes ill may apply for and will be allowed pay from the nurse's accrued but unused sick leave at his/her regular rate of pay as shown in Appendix A for the period of absence from work because of such illness, commencing with the first day of each illness.

2. Sick leave benefits shall be paid for maternity leave in compliance with the provisions of this Article and in compliance with appropriate law requiring employers to treat pregnancy and childbirth the same as other causes of disability.

D. Medical Certification. The Medical Center may require evidence of illness from the nurse's physician as a condition of receiving sick leave benefits or for such other purposes as may be allowed by law.

E. Anniversary Date. Use of paid sick leave shall not affect a nurse's anniversary date of employment.

F. Notification of Illness. Nurses should notify the Medical Center of absence from work because of illness as far in advance as possible, but at least three and one-half (3 ½) hours before the start of the nurse's shift. Repeated failure to give such minimum notification will result in reduction of otherwise payable sick leave for that shift by two (2) hours. Repeated failure as used in this section means more than twice every two years.

ARTICLE IV-B – EXTENDED ILLNESS TIME

The Extended Illness Time (“EIT”) program encompasses time taken in connection with illness, injury and parental leave.

All nurses hired or moving into full-time/part-time benefit eligible status on or after January 1, 2010, will participate in the PTO/EIT program in lieu of the benefits provided under Articles III-A (Vacation), IV-A (Sick Leave) and VI (Holidays). In addition, all nurses who were employed as of December 31, 2009, may elect to enroll in the Medical Center’s PTO EIT program in lieu of the benefits provided under Articles III-A (Vacation), IV-A (Sick Leave) and VI (Holidays), on the terms outlined in Paragraph H of Article III-B.

A. Accrual. Each regular full-time and part-time nurse will accrue EIT at the rate of 0.0270 hours per compensable hour, not to exceed 80 compensable hours in each two (2) consecutive workweek period (approximately seven (7) days of EIT per year with 56 hours’ pay for a full-time nurse). A compensable hour under this section is defined the same as a compensable hour under the PTO program. Accrual will cease when a nurse has 1,040 hours of unused EIT accrual.

B. Use of EIT. A regular nurse who has been continuously employed for six (6) months shall use EIT and be compensated at his/her regular rate of pay, including applicable differentials provided by appendices hereto, for any absence from work due to the following:

1. The nurse’s admission to a hospital, including a day surgery unit, as an inpatient or outpatient, for one or more days and any necessary absence immediately following hospitalization. If, during the term of this Agreement, the Medical Center makes any improvement in the benefit covered by this subparagraph for a majority of the Medical Center’s other employees who are not in a bargaining unit, the improvement will also be provided to bargaining unit employees.

2. When a nurse receives outpatient procedures under conscious sedation, spinal block, or general anesthesia in a free-standing surgical center or in a surgical suite at a physician’s office.

3. The nurse’s disabling illness after a waiting period of missed work due to such condition. The waiting period shall be the shorter of three (3) consecutive scheduled work shifts or 24 consecutive scheduled hours.

4. Partial day absences related to a single illness of the nurse, without an intervening full scheduled shift being worked, after a waiting period (as defined in Paragraph 3 above) of missed work due to such condition.

5. After qualifications for use under subsections 3 or 4 above and a return to work for less than one (1) scheduled full shift, when the nurse misses work due to recurrence of such condition.

6. Approved parental leave under applicable law or approved maternity leave in compliance with appropriate law requiring employers to treat pregnancy and childbirth the same as other causes of disability.

C. Permissive use of EIT. EIT may be used when the nurse is receiving workers' compensation pay after the normal workers' compensation waiting period and is otherwise eligible for EIT use, but such EIT use will be limited to bringing the nurse's total compensation from workers' compensation and EIT to two-thirds (2/3) of the nurse's straight-time pay for the missed hours.

D. Change in Status. Upon changing from EIT-eligible to non-eligible status, if the nurse has been employed for at least six (6) months, a nurse's accrued but unused EIT will be placed in an inactive account from which the nurse may not use EIT. Upon return to EIT-eligible status, the inactive account will be activated for use in accordance with this Article. In the event of termination of employment, a nurse's active and inactive accounts will be terminated and will not be subject to cashout, but such an account will be reinstated if the nurse is rehired within six (6) months of the termination of employment.

E. Notification of Illness. Nurses should notify the Medical Center of absence from work because of illness as far in advance as possible, but at least three and one-half (3 ½) hours before the start of the nurse's shift.

ARTICLE V – HOURS OF WORK

A. Basic Workweek. The basic workweek shall be forty (40) hours.

B. Meals and Breaks. The basic workday shall be eight (8) hours to be worked within eight and one-half (8½) consecutive hours, including a one-half (1/2) hour meal period on the nurse's own time; and one fifteen (15) minute rest period without loss of pay during each four (4) hour period of employment, as scheduled by the Medical Center.

1. If a nurse is specifically requested by the Medical Center to remain at his/her duty station during a meal period, such period shall be paid time. For purposes of this paragraph a nurse is deemed to have been requested to remain at his/her duty station if he/she is the only nurse assigned to an organized nursing unit for a shift, unless:

a. The nurse actually leaves his/her duty station during such meal period, or

b. The Medical Center provides in writing for alternate coverage of the unit during the meal period.

2. Patient care units may substitute other pre-arranged rest period schedules with the approval of the unit's manager. If a nurse cannot be relieved for all or part of a scheduled or pre-arranged rest period and is not given alternative rest period time during the shift, the nurse should report this immediately to the nurse's charge nurse, supervisor or manager.

C. Scheduling of Meals and Breaks. The parties acknowledge the legal requirements and the importance of rest and meal periods for nurses. The parties further acknowledge that the *scheduling* of regular rest periods may not be possible due to the nature and circumstances of work in an acute care facility (including emergent patient care needs, the safety and health of patients, availability of other nurses to provide relief, and intermittent and unpredictable patient census and needs). The parties therefore agree as follows:

1. Scheduling of breaks is best resolved by unit-based decisions, where the affected nurses are involved in creative and flexible approaches to the scheduling of rest periods and meal periods.

2. Each unit has the flexibility to develop a process for scheduling nurses for the total amount of rest and meal periods set forth in this section, subject to the following:

a. The process must be approved by the unit manager;

b. The preferred approach is to relieve nurses for two 15-minute rest periods and one 30-minute meal period within an 8-hour shift; however, a break and meal period may be combined if the circumstances in Paragraph 3 are met, and that the nurse's meal period occur during the middle four (4) hours of the nurse's shift, when practical; and

c. If a nurse is not able to take a 30-minute uninterrupted meal period, the nurse will be paid for such 30 minutes. The nurse must inform his or her supervisor if the nurse anticipates he or she will be or actually is unable to take such 30-minute uninterrupted meal period.

d. If a nurse is not able to take all or part of a rest period as scheduled or pre-arranged, it is the nurse's responsibility to talk with his or her charge nurse in a timely manner about potential alternative rest periods.

3. The Medical Center commits to the importance of providing rest and meal periods for nurses.

4. In furtherance of this commitment, each unit's staffing plan will provide for the elements of paragraph 2 above. Each unit's staffing plan will be made available for review on the Medical Center's Intranet.

5. Each unit will review its written staffing plan on no less than an annual basis to determine whether revision to the plan is necessary in order to provide for rest and meal periods. Each unit will determine what available information will help inform such review. In reviewing the written plan to determine whether revisions are necessary, information will be utilized, which should include any notifications under Sections B.2 and C.2.d of this article, changes in unit staffing, and changes in patient census. Each annual review will include a list of practices on the unit that have been successful in allowing nurses to regularly receive meal periods and breaks, and areas where improvements may be needed. If the nurses on the unit determine that changes to the plan are necessary to better ensure that meal periods and breaks are provided, the revised plan will include a list of concrete steps designed to better provide opportunities for meal periods and breaks. In proposing such changes, the nurses on the unit are encouraged to be creative and flexible, and consider best practices through the Medical Center. Nurses are encouraged to suggest creative solutions, and in making such suggestions should not be limited solely due to operational or financial considerations, although such considerations may ultimately play a role in whether the suggestions are implemented in the unit's staffing plan.

6. Each unit's written staffing plan (and any revised plan) will be provided in writing to the Housewide Staffing Plan Committee. The Housewide Staffing Plan Committee will, upon its approval of any such revised plans, notify the Task Force of such approval and that the approved revised plan is available for review on the nursing

website. Revised plans will be provided to the Association upon request. The Housewide Staffing Plan Committee will maintain a list of the various successful practices on breaks and meal periods in the different units throughout the Medical Center, which will be made available to each unit-based staffing committee.

In the event nurses on a particular unit or units have concerns about the implementation of paragraph 2 or about the availability of meal periods or breaks on the unit in general, the concern may be raised with the Task Force or the appropriate unit-based committee of their clinical division, in addition to the remedies provided by the grievance procedure.

There will be no retaliation for reporting or recording missed meals or breaks.

D. Overtime. Overtime compensation will be paid at one and one-half (1½) times the nurse's regular straight-time hourly rate of pay for all hours worked in excess of: forty (40) hours in each workweek of seven (7) consecutive days, or eight (8) hours in each day, which is defined as a period commencing at the beginning of a nurse's shift and terminating twenty-four (24) hours later.

1. In the alternative, overtime compensation will be paid for all hours worked in excess of eight (8) hours in each day as defined above or eighty (80) hours in a work period of fourteen (14) consecutive days, if pursuant to an agreement or understanding in writing between the nurse and the Medical Center.

2. If, however, a nurse elects to work schedules involving other than a basic workday, then overtime compensation shall be paid as follows:

a. When such schedule is a 9-hour schedule under the attached Nine-Hour Schedule Agreement, overtime compensation will be paid for all hours worked in excess of nine (9) hours in each day as defined in this section or 36 hours in each workweek hereunder. Such 9-hour schedule shall be on night shift only, unless the Medical Center and Association agree otherwise.

b. When such schedule is a 10-hour schedule under the attached Ten-Hour Schedule Agreement, overtime compensation will be paid for all hours worked in excess of ten (10) hours in each day as defined in this section or 40 hours in each workweek hereunder.

c. When such schedule is a 12-hour schedule under the attached Twelve-Hour Schedule Agreement, overtime compensation will be paid for all

hours worked in excess of twelve (12) hours in each day as defined in this section or 36 hours in each workweek hereunder.

E. Authorization of Overtime. Work in excess of the basic workday or workweek must be properly authorized in advance, except in emergency. Regardless of whether the nurse obtains prior authorization, nurses must report accurately all hours, whether overtime or not, and they will be paid for all hours of work.

F. Rest rooms/Lockers. Rest rooms and lockers shall be provided by the Medical Center.

G. Work Schedules. Work schedules shall be prepared either for each calendar month, which will be available for viewing two (2) weeks before the beginning of the month, or for two (2) consecutive pay periods, which will be available for viewing two (2) weeks before the beginning of the first of such pay periods.

1. Nurses will not be regularly scheduled for shifts in excess of 16-hour shifts. Nurses will not be regularly scheduled for 16hour shifts except for shifts in the period from Friday evening shift through Sunday night shift. Nurses who are not regularly scheduled for such shifts will not be scheduled to work any 16hour shifts without their consent.

2. Nurses will not be regularly scheduled to work different shifts. However, at a nurse's request and with the Medical Center's agreement, a nurse may be regularly scheduled to work different shifts, if the nurse is otherwise qualified for such work.

3. Within each discrete shift (day/evening or night), the Medical Center may create and post variable start time positions, meaning positions with variable shift start and end times. Such start and end times will vary no more than two hours before and after the position's regularly designated start time. When the Medical Center fills a variable start time position, it will work with the nurse to minimize the impact of the variable start and end times by communicating and collaborating with the nurse in the development of the nurse's schedule. Unless a nurse is hired into such a variable start time position, the nurse will not be required to work variable start times without the nurse's consent.

4. Unit Based Scheduling

a. The medical center and the association support self-scheduling as it offers nursing staff the opportunity to be autonomous and in charge of their work schedules, promoting accountability and responsibility that lead to job satisfaction and personal growth.

b. The Medical center and association will allow unit based staff scheduling for any unit that has a consensus of the unit's nurses for this practice.

c. A nurse or team of nurses from the unit will take and maintain responsibility for assigning RNs into the unit's core schedule according to the provisions of this agreement.

d. Units making use of this provision will determine their scheduling process, and assignment of the RNs into the core schedule will be a fair and equitable process. This process will have been agreed upon by members of the unit and approved by Task Force. If an RN has a concern about the scheduling process that has not been adequately addressed on the unit level, that RN may raise the issue with Task Force.

e. After the nurse or team of nurses schedule themselves, the manager will ensure the schedule is balanced or will make changes to balance the schedule.

f. The association agrees that the nurse manager for such units has final approval for each monthly schedule in a manner that is not arbitrary or capricious.

H. Resource Nurses. Resource nurse will be hired into a unit and will report to the unit manager.

1. Resource nurses must submit availability for twenty-four hours per four-week scheduling period, pursuant to the process outlined below.

a. The twenty-four hours may include any open shifts of between four and twelve hours in length, at the nurse's discretion.

b. One of those shifts must be on a weekend.

c. At least two of the shifts in a calendar year will be on a holiday (which will be rotated between winter (New Year's Day, Thanksgiving Day, or Christmas Day) and summer holidays (Memorial Day, Fourth of July, or Labor Day)). Holidays worked as the result of a nurse trading a winter holiday for a winter holiday with another nurse and/or trading a summer holiday for a summer holiday with another nurse, with approval of the unit manager, will satisfy the holiday requirement. In addition, if a Resource nurse agrees to work a holiday shift for another nurse (outside of the trades described above) with the approval of the unit manager, that holiday will satisfy the holiday requirement. The manager will give consideration to those nurses, if any, who were denied the ability to take PTO/Vacation, in determining whether to grant approval.

2. Process. The Medical Center will use the following process to schedule Resource Nurses:

a. After scheduling regular nurses, the Medical Center will identify holes (or gaps or open shifts) in the schedule, which may include pending vacation/PTO requests for holidays.

b. The manager on a unit will communicate those holes (or gaps or open shifts) to the Resource nurses.

c. From among the holes (or gaps or open shifts) in the schedule, a Resource nurse will indicate a minimum of twenty-four (24) hours for which he/she is available.

d. If a unit manager/scheduler is unable to identify a list of holes (or gaps or open shifts) in the schedule, each Resource nurse will still submit at least twenty-four (24) hours for which he/she is available.

e. The Medical Center will assign shifts to Resource nurses beginning with the first nurse who submitted his/her availability and proceeding in order of the date and time that the nurse submitted his/her availability.

f. Regular failure to submit the required minimum availability will result in termination of the Resource nurse's employment.

3. Standby Requirements. In addition to the provisions above, in those units with mandatory call coverage, resource nurses will provide availability for standby based on the procedure/process determined by the department's scheduling practices, not to exceed the standby requirements applicable to regular full-time and part-time nurses, subject to the provisions of Appendix D which apply to the Main Operating Room, Cardiovascular Operating Room, Medical Procedures Unit, Surgical Services Ophthalmology, Pediatrics Operating Room, and Cath Lab.

I. Negotiating Team Schedules. The parties commit to the importance of participation of nurses in contract negotiations. The members of the Association negotiating team will work with their managers to make good faith attempts to adjust their schedules to accommodate negotiations, including arranging for schedule trades. If they are unsuccessful, the Medical Center agrees it will release up to eight members of the negotiating team from scheduled shifts to attend negotiation sessions, and for the first 12 bargaining sessions of each contract, without loss of pay, unless urgent patient care needs or operation needs arise in which case the Medical Center will notify the Association and the nurse. The parties will promptly discuss the issue to strive to mutually reach a solution to better ensure staff nurses are included in scheduled negotiations.

J. Weekend Schedules. It is the policy of the Medical Center to schedule those nurses who so desire every other weekend off. If the schedule on a unit allows for additional weekends off, preference will be given to nurses with more than twenty (20) years of service with the Medical Center on a rotating basis, starting with the most senior nurse. With the exception of those nurses who have agreed in writing to work schedules calling for consecutive weekend work and those who express a desire in writing to work consecutive weekend when work is available, all other nurses who are required to work consecutive weekends will be paid for work performed on their scheduled weekend off at one and one-half (1-½) times their regular straight-time hourly rate for all such hours, worked. Nurses who have volunteered to work consecutive weekends may withdraw such authorization upon two (2) weeks' notice in writing. The form authorizing the waiver of the penalty clause will itself state that the policy is to schedule every other weekend off unless the nurse desires to work weekends. Working consecutive weekends will not be a condition of employment, except for part-time nurses who are hired in positions requiring weekend work.

K. Effect of Low Census. Regular full-time and regularly scheduled part-time nurses shall not suffer the loss of any fringe benefits as a result of not working one of their scheduled working days at the request of the Medical Center.

L. Notice and Report Pay. Nurses who are scheduled to report for work and who are permitted to come to work without receiving prior notice that no work is available in their regular assignments shall perform any nursing work to which they may be assigned.

1. When the Medical Center is unable to utilize such nurse and the reason for lack of work is within the control of the Medical Center, the nurse shall be paid an amount equivalent to four (4) hours times the straight-time hourly rate plus applicable shift differential; provided, however, that a nurse who was scheduled to work less than four (4) hours on such day shall be paid for his/her regularly scheduled number of hours of work for reporting and not working through no fault of his/her own.

2. The provisions of this section shall not apply if the lack of work is not within the control of the Medical Center or if the Medical Center makes a reasonable effort to notify the nurse by telephone not to report for work at least two (2) hours before his/her scheduled time to work.

3. It shall be the responsibility of the nurse to notify the Medical Center of his/her current address and telephone number. Failure to do so shall preclude the Medical Center from the notification requirements and the payment of the above minimum guarantee.

4. If a nurse is dismissed and is not notified before the start of the next shift that he/she would have otherwise worked, he/she shall receive four (4) hours' pay in accordance with the provisions of this section.

M. Pyramiding. There shall be no pyramiding of time-and-one-half and/or double-time premiums under this Agreement.

N. Requests Off After Working Certain Hours. When a nurse actually works as listed in paragraphs 1 through 3 below, the nurse may request not to work all or part of such next scheduled shift. The Medical Center will give such request serious and reasonable consideration in an attempt to accommodate the nurse's wishes, it being understood that the request may not be granted because of work needs. If granted, the nurse may choose to use or not to use accrued vacation for the time off.

1. Four (4) or more hours on a call-back while on scheduled standby within eight (8) hours of the nurse's next regularly scheduled work shift (not including standby shifts);

2. Sixteen (16) or more hours on a call-back while on scheduled standby within twenty-four (24) hours of the nurse's next regularly scheduled work shift (not including standby shifts);

3. A double shift containing at least sixteen (16) consecutive hours of work and ending within eight (8) hours of the nurse's next regularly scheduled work shift (not including standby shifts).

O. Changing. Nurses in Surgical Services and in Operating Suites within units who are required to change at the Medical Center into Medical Center-required clothing will be permitted five (5) minutes at the beginning and end of each shift to change such clothing.

P. Mandatory Scheduled Standby. Nursing units with mandatory scheduled standby (Main Operating Room, Pediatrics Operating Room, Medical Procedures Unit, Surgical Services Ophthalmology, Cath Lab and Cardiac Operating Room) will develop unit guidelines regarding the scheduling and assignment of standby time.

1. The unit guidelines will include an estimated range of required standby hours or shifts, if any, per nurse per posted cycle. Required standby hours will not exceed 52 hours per 4 week schedule except where modified in Appendix A.C.4.D. The guidelines for each unit will be made available to the nurses in the unit as well as to any nurse who applies for a position in that unit. The Medical Center will, upon request or upon a change, provide the Association with the guidelines.

2. The Medical Center will notify the Association before establishing a standby requirement in a unit where standby is not currently mandatory and will bargain upon request.

3. The Medical Center will notify the Association before changing the standby guidelines in a unit to increase the range of mandatory standby hours and will bargain upon request. This does not include an increase in the range of mandatory standby hours or shifts due to an absent nurse or nurses who are not replaced on the work schedule (e.g. leave of absence) for no more than three (3) posted standby scheduling periods.

ARTICLE VI – HOLIDAYS

A. Recognized Holidays. The following holidays will be granted, subject to the provisions of this Article, to regular full-time nurses with eight (8) hours' pay at the nurse's

regular rate of pay: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

1. In the Main Operating Room, if an observed holiday occurs on a Sunday, nurses in that department will observe the holiday on the Monday that is closest to the holiday.

B. Floating Holidays. Three (3) floating holidays will be granted in each calendar year, subject to the provisions of this Article, to regular full-time nurses with eight (8) hours' pay, which hours may be used in four (4) hour increments to back-fill a shift when the nurse has attended a conference, meeting, or mandatory education event, at the nurse's regular rate of pay.

1. Requests for floating holiday time off must be made at least two (2) weeks prior to the posting of the schedule for the period in which the time off is desired (except in the Maternal Child Division in which requests must be made at least three (3) weeks prior to the posting of the schedule), except for unexpected illness of immediate family members living in the nurse's household. In such emergencies, the request must be made as soon before the time off as possible.

2. If a nurse is entitled to a floating holiday(s) but has not taken or scheduled such holiday(s) by the time of the posting of the last schedule covering December, the nurse will be paid holiday pay but will not receive time off for such unused floating holiday(s).

C. Holiday Pay.

1. Full-time Nurses.

- a. When a regular full-time nurse is required to work on one (1) of the holidays set forth in paragraph A above, he/she shall be paid at the rate of 1-1/2 times his/her regular straight-time rate and will either have a compensating day off within thirty (30) days or one additional day's pay in lieu of a compensating day off at the option of the Medical Center, taking into consideration the request of the nurse.

- b. If one of the above holidays falls on a regular full-time nurse's day off, he/she will either receive his/her holiday pay or have a compensating day off within thirty (30) days at the option of the Medical Center, taking into consideration the request of the nurse.

c. A regular nurse who is regularly scheduled for an average of 72 hours per pay period shall be treated as a regular full-time nurse under this Article.

2. Part-time Nurses.

a. If a regular part-time nurse works on one of the holidays set forth in paragraph A above, he/she will be paid for all time worked on said holiday at two (2) times his/her regular straight-time hourly rate of pay.

b. Regular part-time nurses who are regularly scheduled for at least 40 hours in a pay period shall receive pro rata holiday pay (including for floating holidays) if not scheduled to work, on the basis of one-tenth (1/10th) of an hour of holiday pay for each regularly scheduled hour of work, not to exceed eight (8) hours of holiday pay.

3. Resource Nurses.

a. If a resource nurse works on one of the holidays set forth in paragraph A above, he/she will be paid for all time worked on said holiday at one and one-half times his/her regular straight-time hourly rate of pay.

D. Holiday During Vacation. If a holiday falls within a nurse's vacation, he/she will receive his/her holiday pay as provided in paragraph A or B above in addition to his/her vacation pay.

E. Holiday While Sick or on Leave. Holidays will not be paid during the periods of sick leave, leaves of absence, or layoff.

F. Rotation. The Medical Center shall attempt to rotate holiday work. Units may develop guidelines that provide for the fair and just rotation of the scheduling of shifts on holidays. The parties agree to respect such unit-based guidelines, even if they are not seniority-based. These rotational guidelines will not apply to, or modify, the seniority-based process of requesting vacation and/or PTO as set forth in Articles III-A and III-B.

ARTICLE VII – EMPLOYMENT STATUS

A. Management Rights. It is agreed that the operation of the Medical Center and the direction of the employees, including the making and enforcing of rules to assure orderly, safe and efficient operation, the right to hire, to transfer, to promote, to demote and to lay off for lack of work are rights (the above listing is not all inclusive but indicates the types of matters

which belong to or are inherent to management) vested exclusively in the Medical Center and are subject to its sole discretion except as abridged by this Agreement.

B. Probationary Period. A nurse employed by the Medical Center shall not become a regular employee and shall remain a probationary employee until he/she has been continuously employed for a period of 180 calendar days.

C. Cause for Discipline. The Medical Center shall have the right to discipline, suspend or discharge nurses for proper cause. A regular full-time, part-time or resource nurse who feels he/she has been suspended, disciplined, or discharged without proper cause may present a grievance for consideration under the grievance procedure.

D. Discipline/Corrective Action.

1. Investigatory Meetings under the *Weingarten* rule. A nurse has the right to request a representative of the Association be present for an interview by the Medical Center as part of an investigation that might lead to discipline.

2. Review of Performance Following Discipline. Upon request from a nurse who has received discipline, the Medical Center will review the nurse's performance and provide a written summary addressing the nurse's efforts at resolving the issues that led to the discipline. In responding to such requests, the time between the original disciplinary action and the nurse's request for a follow up review may be taken into account and reflected in the summary. The statement will be given to the nurse and placed in the nurse's personnel file.

3. Nurses shall not be disciplined based solely upon data from any call light locator systems.

E. Individual Development/Work Plans.

1. Development plans or work plans are not disciplinary actions. The goal of a work plan is to provide a tool to enable a nurse to develop skills and/or improve performance.

2. Work plans will outline job requirements, performance expectations, and objectives. The Medical Center will seek input from a nurse in the development of a plan, but the parties acknowledge that the Medical Center has the right to determine when to implement a plan and to decide on the terms set forth in the development or work plan.

3. If a plan is in place and there is a significant change in circumstances (e.g., significant change in workload or assignment), the nurse may request an adjustment to the plan to address the changed circumstances.

4. A work plan will only be referenced in a later corrective action within a one (1) year period after completion of the work plan.

F. Reports to the Board of Nursing. Under normal circumstances, the Medical Center will inform a nurse if the Medical Center is making an official report of the nurse to the Board. Failure to inform a nurse of a report to the Board of Nursing will not and can not affect any action that might be taken by the Medical Center and/or the Board of Nursing.

G. Access to Personnel Files. A nurse may review the contents of his/her personnel file upon request, in accordance with ORS 652.750.

H. Attendance. The parties acknowledge the importance of nurses arriving to work on time and that reliable attendance is critical to ensuring care for the Medical Center's patients and for good teamwork in the department. Employees are expected not to exceed five (5) occurrences of unscheduled, unapproved absences or tardy events in a rolling twelve (12) month period.

I. Notice of Resignation. All nurses shall give the Medical Center not less than two (2) weeks' written notice of an intended resignation. A failure to give such notice shall result in a forfeiture of any unpaid vacation compensation.

J. Notice of Termination. The Medical Center shall give regular full-time, part-time or resource nurses two (2) weeks' notice of the termination of their employment or, if less notice is given, then the number of working days within such period for which notice has not been given shall be paid the nurse at his/her regular rate of pay; provided, however, that no such advance notice or pay in lieu thereof shall be required for nurses who are discharged for violation of professional nursing ethics or discharged for cause.

K. Exit Interview. A nurse shall, if he/she so requests, be granted an interview upon the termination of his/her employment.

ARTICLE VIII – FLOATING

A. Competency/Qualification. Nurses shall receive patient assignments commensurate with their skills and competencies. A nurse will not be required to float to a

patient assignment that requires specialty competence for which he/she is not qualified. If a nurse feels that he/she is not qualified for a specific assignment, he/she should indicate the reasons why and give them at the time of the request to the appropriate charge nurse or appropriate supervisor/manager or designee for the record.

B. Float Assignments. Nurses shall be floated only to work environments for which they have been oriented. For purposes of this section, “oriented” means that the nurse has received basic information needed to work on the unit, such as unit layout, location of supplies, and essential work protocols. A nurse may be oriented on a unit during the same shift that he or she is assigned to work, as long as such orientation begins before the nurse assumes any patient care duties. Each unit will develop its own written float guidelines with staff nurse input. Such guidelines will be available for viewing on each unit. Such guidelines will include sufficient information to orient the nurse on the unit.

C. Floating Requirements. Nurses will not be required to float more than once per shift. Nurses will generally be floated on a rotational basis, unless the charge nurse determines that the skill mix of the unit or the patient needs warrant a change in the rotation. The Medical Center will make a good-faith effort not to float a nurse out of his/her unit when another nurse has floated into the unit on the same shift, unless such floating is required due to the expertise of the nurse or in order to meet patient care needs.

ARTICLE IX – LEAVES OF ABSENCE

A. Request for Leave. Leaves of absence may be granted at the option of the Medical Center for good cause shown when applied for in writing in advance. Leaves of absence will be granted only in writing. Requests for leaves of absence should be submitted in advance of requested leave date to the greatest extent possible. The Medical Center will respond within two (2) weeks of receipt of request. Except as specified otherwise in this Article, leaves of absence will be unpaid only after the nurse has exhausted all vacation, sick leave, PTO, EIT and floating holidays, as applicable, that she/he is eligible to take.

B. Return from Leave. Except as set forth in Section (H) below, nurses who return from leaves of absence of three (3) months or less shall be restored to their former shift and assignment. Nurses who return from a leave of absence exceeding three (3) months but less than six (6) months shall be returned to a position on their unit.

C. Family and Medical Leave. Family and medical (including parental and pregnancy) leaves of absence will be administered by the Medical Center consistent with applicable federal and Oregon law.

D. Military Leave. Leaves of absence for service in the armed forces of the United States will be granted in accordance with federal law. A leave of absence granted for annual military training duty, not to exceed two (2) weeks, shall not be charged as vacation time unless requested by the nurse.

E. Bereavement Leave. The Association and the Medical Center agree on the importance of time for grieving when a family member dies. To honor this, a regular full or part-time nurse who has a death in his/her family will be granted three (3) days off with pay at the time of each death. For purposes of this section, family shall be defined as parent, mother-in-law, father-in-law, spouse, child (including a foster child then residing with the nurse or spouse's child), daughter-in-law or son-in-law, grandparent, grandchild, sister or brother, sister-in-law or brother-in-law, or other person whose association with the nurse was, at the time of death, equivalent to any of these relationships.

Out of respect for the needs of the person and the Medical Center, requested time off shall be identified and scheduled with the manager as soon as arrangements are known. Further, all parties agree that this bereavement leave is intended for family members as defined above. Nurses may request other leave for close friends or co-workers, and Medical Center will seek to accommodate such requests.

F. Jury Duty Leave. A nurse who is required to perform jury duty will be permitted the necessary time off to perform such service, and he/she will be paid the difference between his/her regular straight-time pay for the scheduled workdays he/she missed and the jury pay received, provided that he/she has made arrangements with his/her supervisor in advance. The nurse must furnish a signed statement from a responsible officer of the court as proof of jury service and jury duty pay received. A nurse must report for work if his/her jury service ends on any day in time to permit at least four (4) hours' work in the balance of his/her normal workday.

G. Witness Leave. Nurses who are requested by the Medical Center to appear as a witness in a court case during their normal time off duty will be compensated for the time spent in connection with such an appearance in accordance with this Agreement.

H. Other Leaves Without Pay (Non-Medical).

1. Other non-medical leaves of absence without pay may be granted to regular nurses, who have been continuously employed for at least six (6) months, at the option of the Medical Center. Requests for such leave will be made in writing, to the nurse's manager. Leaves of absence will be approved in writing. However, a nurse will be deemed to be on a leave of absence from the beginning of any approved period of

unpaid absence, other than layoff, regardless of the completion of paperwork under this section.

2. Such leaves of absence will be unpaid only after the nurse has exhausted all vacation, PTO and floating holidays, as applicable, that she/he is eligible to take.

3. The Medical Center will make its decisions whether to grant or deny a request for leave based on its need to grant requests for PTO, education days and other required leaves of absence as well as the ability of the Medical Center to replace the nurse for the duration of the leave, including such factors as impact on other nurses, cost to the medical center, and impact on patient care. The Medical Center may also consider, in consultation with the nurse, whether the nurse expects to return to his/her same position, department, shift and schedule. The Medical Center may also consider whether it is feasible to post and fill a temporary position to cover for the nurse during the leave. Except for choosing between competing requests for leave, the Medical Center may also consider the factors listed in Subsection H(6) below (without regard to the point system).

4. Ordinarily, a nurse returning from an approved non-medical leave of absence will be returned to his or her same position, department, shift and schedule. However, if a nurse would otherwise be denied a leave request, the nurse may elect to waive the right to return to the same position, department, shift and/or schedule.

5. Upon granting any non-medical leave of absence, the Medical Center will provide the nurse a letter outlining the conditions and impact of the leave, including the nurse's: (a) ability to return to the same position, department, shift and/or schedule; (b) benefits; and (c) seniority. The nurse will, before beginning the leave, confirm his or her acceptance of those terms by returning to the Medical Center a copy of that letter signed by the nurse. The Medical Center will provide a copy of the signed letter to the Association.

6. Requests for leave will generally be decided on a first-come, first-served basis. However, if the Medical Center receives two or more competing requests for leave during the same time period, and determines that it can accommodate one or more but not all such requests, it will grant such leaves based on the points assigned to the following factors:

a. The leave meets an educational goal consistent with the nurse's professional development plan (3 points);

- b. The nurse demonstrates an ability and willingness to share knowledge the nurse learns on such leave with other nurses upon his or her return to work (2 points);
- c. The leave is for volunteer work sponsored by or consistent with the Mission and Core Values of the Medical Center (2 points);
- d. The nurse has applied for and been denied a request for such a leave of absence within the last three years (1 point per denial, up to 2 points);
- e. The nurse's seniority:
 - i. 0-4 years = 0 points
 - ii. 5-9 years = 1 point
 - iii. 10-14 years = 2 points
 - iv. 15-19 years = 3 points
 - v. 20+ years = 4 points

The applicant who is awarded the most points shall have the request for leave considered first. In cases where the amount of points awarded to each candidate is equal, the most senior nurse's request shall be considered first, provided that the nurse has not applied for and been approved to take a similar leave in the past two (2) calendar years.

H. Benefits While on Leave. A nurse will not lose previously accrued benefits as provided in this Agreement but will not accrue additional benefits during the term of a properly authorized leave of absence.

ARTICLE X – PROFESSIONAL COMPENSATION

Nurses shall be compensated in accordance with the salary schedule attached to this Agreement marked Appendix A, which shall be considered part of this Agreement.

ARTICLE XI – HEALTH AND WELFARE

A. Tests and Lab Exams.

- 1. The Medical Center shall arrange to provide a tuberculin test, and chest x-ray when indicated by the tuberculin test, at no cost to the nurse. This test shall be

done at the beginning of employment, when indicated by exposure or upon annual request of the nurse. For those nurses who request it within six (6) weeks before their anniversary date of employment, the Medical Center will provide annual complete blood count and sedimentation rate determination and urinalysis at no cost to the nurse. A nurse, upon request, will be furnished a copy of the results of the aforementioned tests.

2. Laboratory examinations, when indicated because of exposure to communicable diseases, shall be provided by the Medical Center without cost to the nurse.

B. Long-Term Disability/Life Insurance. The Medical Center will provide Long Term Disability and Group Life Insurance programs on the same terms as provided to a majority of the Medical Center's other employees.

C. Providence Health Insurance Program.

1. Each full-time nurse and part-time nurse regularly scheduled to work an average of at least 20 hours per week will participate in the Providence Health Insurance program offered to a majority of the Medical Center's other employees, in accordance with its terms. From the Providence Health Insurance program, the nurse will select a medical coverage and, at the nurse's option, coverage from among the following Providence Health Insurance benefits: (1) dental coverage, (2) supplemental life insurance, (3) voluntary accidental death and dismemberment insurance, (4) dependent life insurance, (5) health care reimbursement account, (6) day care reimbursement account, and (7) vision care insurance. The Medical Center will offer all such benefits directly or through insurance carriers selected by the Medical Center.

2. Medical/Dental/Vision Insurance eligibility.

a. Full time. Any nurse who is regularly scheduled to work at least thirty (30) hours per week or sixty (60) hours in a fourteen (14) day pay period (.75 FTE or greater) will be considered full-time for the purpose of medical, dental and vision insurance benefits.

b. Part time. Any nurse who is regularly scheduled to work at least twenty (20) hours but less than thirty (30) hours per week, or at least forty (40) hours but less than sixty (60) hours in a fourteen (14) day pay period (.50 FTE to 0.74 FTE) will be considered part-time for the purpose of medical, dental and vision insurance benefits.

c. The Medical Center will comply with the provisions of the Affordable Care Act (ACA) which, beginning January 2015, require employers to offer medical insurance to employees who qualify by working a certain number of hours over a particular measurement period. The Medical Center will offer such medical insurance to such qualifying nurses on the same basis that it does the majority of the Medical Center's qualifying non-represented employees.

D. Medical Insurance. For 2016, the nurses will participate in the plan as outlined in Appendix E. For 2017, the nurses will participate in the plan, as offered to the majority of the Medical Center's non-represented employees; notwithstanding the foregoing, for 2017, the Medical Center will maintain the following plan features as they were in 2016: (1) amount of net deductible (defined as each nurse's deductible based on coverage choice minus any Health Reimbursement Account contributions from the Medical Center), (2) the percentage of employee premium contribution; and (3) the out of pocket maximum.

E. Payroll Deduction. The nurse will pay, by payroll deduction unless some other payment procedure is agreed to by the nurse and the Medical Center, the cost of the total Providence Health Insurance benefits selected which exceeds the Benefit Dollars paid by the Medical Center under the preceding section.

F. Hours of Work.

1. Coverage under the plans specified in Section C above will not be affected by paid time off on vacation, holidays, or sick leave in lieu of regularly scheduled work.

2. A part-time nurse who has been regularly scheduled to work or who works a minimum of 48 hours in each two (2) consecutive workweek period for not less than three (3) consecutive months, even though classified for a position of less than 24 hours per week, may make written request for reclassification to a position reflecting such regular schedule. Under such circumstances, the nurse will be reclassified within two (2) weeks of receipt of such request, unless such scheduling in excess of the nurse's existing classification is discontinued by the Medical Center.

G. Plan Information. Member handbooks and necessary forms for the plans specified in Section C will be available in the HR Department, in addition to other distribution mechanisms that the Medical Center may use. Further assistance regarding the plans will be available to nurses through HR Department staff.

H. Compliance with the Affordable Care Act. The parties acknowledge that the Medical Center may be required by law to make changes to its medical plan design to comply with the Affordable Care Act or other applicable law or regulation. The parties agree that the Medical Center does not have an obligation to bargain over such changes. The Association may request interim bargaining over the impact of such changes and the employer would be obligated to bargain in good faith over the impact of such changes.

ARTICLE XII – PENSIONS

A. Nurses will participate in the Medical Center's plans in accordance with their terms.

- B. At the time of ratification, the retirement plans include:
1. the Core Plan (as frozen);
 2. the Service Plan;
 3. the Value Plan (403(b)); and
 4. the 457(b) plan.

C. The Medical Center shall not reduce the benefits provided in such plans unless required by the terms of a state or federal statute during the term of this Agreement.

D. The Medical Center may from time to time amend the terms of the plans described in this Article, except (1) as limited by C above and (2) that coverage of nurses under B above shall correspond with the terms of coverage applicable to a majority of Medical Center employees.

ARTICLE XIII – ASSOCIATION BUSINESS

A. Representatives. Duly authorized representatives of Association shall be permitted to enter the facilities operated by the Medical Center for purposes of transacting Association business and observing conditions under which nurses are employed. Transaction of any business shall be conducted in an appropriate location subject to general Medical Center rules applicable to non-employees, shall be confined to contract negotiation and administration matters, and shall not interfere with the work of the employees.

B. Bulletin Boards. The Medical Center will provide Association with designated bulletin board space of two (2) feet by three (3) feet in each unit and in the staffing offices, which will be the exclusive places for the posting of Association-related notices. Such postings shall be limited to notices that relate to contract negotiation and administration matters.

C. Information to the Association. The Medical Center will furnish to the Association each January, April, July, and October, by electronic means, a list of all bargaining unit nurses covered by this Agreement with their full names, email and home addresses if available (street name and number, city, state and zip code), listed telephone numbers, status (full-time, part-time or resource), assigned shift, units, FTE and hire dates. Every month the Medical Center will furnish to the Association by electronic means a list of all registered nurses who during the preceding month have terminated employment with the Medical Center, transferred out of the bargaining unit, or who have been hired into the bargaining unit, including their names, email and home addresses if available (street name and number, city, state and zip code), listed telephone numbers, units, and hire, termination or transfer dates. The Association may request additional information relevant to this Agreement and its application, as needed, in accordance with the National Labor Relations Act.

D. Introductory Meeting for Managers. The Medical Center and the Association will schedule a meeting for associate managers, managers, directors and chief nursing officers who are new to their leadership role to meet with the Association representative and the Human Resources Director. The purpose of the meeting is to provide information as to this Agreement, the role of the Association, and to discuss ways to collaborate and build relationships. If a nurse attends the meeting, one nurse will be entitled to up to one hour of pay at his/her straight-time hourly rate (which should be coded as “meeting time”) and that nurse will inform nursing administration that the nurse attended the meeting.

E. Contract Training. Joint Association and Medical Center trainings will be conducted for interested nurses, regarding changes to Agreement and areas where the parties agree there are many questions. The training will be jointly designed and provided by the Association and Medical Center Human Resources. The training will be held a minimum of four times, (twice within 90 days of ratification of this Agreement, and twice more within 90 days of the one-year anniversary of this Agreement) in order to reach interested parties on different units and shifts. The training will be scheduled for a time not to exceed 90 minutes unless the parties agree otherwise. Trainings will include new contract changes, new or emerging issues, *Weingarten* rights, information available to staff, personnel and grievance practices, and seniority, job posting and hiring provisions. All nurses who attend the training will be paid for the time attending such training (which will be designated as “meeting time”). All charge and relief charge nurses are encouraged to attend at least one training each year.

ARTICLE XIV – PROFESSIONAL DEVELOPMENT

A. Evaluations. The Medical Center shall provide counseling and evaluations of the work performance of each nurse covered by this Agreement not less than once per year.

B. In-Service Education. The Medical Center agrees to maintain a continuing in-service education program for all personnel covered by this Agreement. In the event a nurse is required by the Medical Center to attend in-service education functions outside his/her normal shift, his/her hours of attendance will be treated as hours worked.

C. Education Leave. Each regular full-time or part-time nurse shall be entitled to take 16 hours' paid educational leave each year. Each regular full-time or part-time nurse in the Critical Care or Med-Surg Float Pools shall be entitled to take 24 hours' paid educational leave each year. Each resource nurse shall be entitled to take 8 hours' paid educational leave each year, provided the resource nurse has worked at least 800 hours in the immediately preceding calendar year. Educational leave shall be for courses of benefit to the nurse and the Medical Center.

1. Educational leave may not be carried over from one year to the next.
2. At the time the leave is approved, the nurse and the manager will agree on a format and/or process for the purpose of sharing the contents of the educational program, upon return from the leave.
3. The Medical Center may grant more extended educational leave in cases it deems appropriate.
4. For any education time, the nurse will apply in advance to the appropriate nursing manager or designee for approval prior to the requested time. Approval of such requests will not be unreasonably withheld.
5. Prior to nationally recognized nursing conferences or conferences for which there is a high demand, including nurses' organizations annual conferences, the Medical Center will make good faith efforts to find additional coverage in the units for which such conferences are relevant to allow additional nurses the time off needed to attend.

E. Education Fund. The Medical Center will provide up to \$175,000 in each calendar year of the contract, for assistance for regular full-time, part-time and resource nurses in meeting registration fees, required materials, travel, lodging, meals, and parking in conjunction with educational courses. One-half of the annual amount specified in the preceding sentence will be allocated to each half of the calendar year. Any part of the amount not used in the first six (6) months will be carried over to the last six (6) months of the calendar year, and there will be no carryover to the next calendar year. A regular nurse will be eligible for up to

\$450 per year (\$475 in 2015) from the above annual amount. A resource nurse will be eligible for up to \$225 per year from the above annual amount, if the nurse has worked at least 800 hours in the immediately preceding calendar year.

1. Regular full-time and part-time nurses may apply to the Medical Center's nursing administration office, in advance of any educational course, for such assistance.

a. At the time of application, the nurse will provide a copy of the approval for education time under C.4 above.

b. If allocated funds are available for the nurse's assistance, the nurse will be notified prior to the course.

c. Payment up to the nurse's eligibility amount will be made to the nurse after completion of the course if the nurse submits the required materials within 60 days immediately following the completion of the course. Required materials include approval of time off, the document approving the funds, certification of attendance, and all original receipts. Failure to make such timely request will result in the assistance not being paid to that nurse, and the amount will then be available for reimbursement to other eligible nurses. The Medical Center may, in its discretion, provide such additional sums as it deems appropriate.

2. At the end of a calendar year, any funds remaining unpaid from the above annual amount will be prorated and paid to nurses who applied for and would have received further assistance if there had been no maximum annual amount per nurse. No nurse will receive payments under this paragraph in excess of the nurse's actual expenses.

ARTICLE XV – TASK FORCE

A. Purpose. The parties reiterate their mutual commitment to quality patient care. In a joint effort to assure optimal nursing care and maintain professional standards, a task force shall be established to examine nursing practice and staffing issues, including patient load, patient assignment, classification/acuity system, orientation, utilization of temporary nurses and resource, float pool, “short-hour” nurses, career ladder and clustering of units.

B. Membership. Association shall appoint up to eight (8) members to the task force, at least seven (7) of whom shall be employed by the Medical Center. The Medical Center may

designate up to eight members of leadership, one of whom will be the Chief Nursing Officer, as its members of the task force.

C. Meetings. The task force shall meet at least once a month to accomplish its assignment. Up to eight (8) nurse members shall be paid up to one and one-half (1.5) hours per month for attendance at task force meetings.

D. Agreement. If after exploring alternatives mutual agreement upon a solution acceptable to the task force is reached, such will be implemented by the Medical Center. If agreement cannot be reached, the Medical Center will respond in writing to the Association members' written recommendations within two (2) weeks of receipt.

E. Minutes. Minutes for each meeting shall be prepared and furnished to the Medical Center, Association and members of the task force. The Medical Center and Association will, upon request by the task force, supply records and information necessary to fulfill the task force's goals. The minutes and information furnished to Association and task force members in connection with the functioning of the task force are to be deemed confidential, and may be disclosed to other persons only by mutual agreement of the Medical Center and Association.

ARTICLE XVI – HEALTHY WORK ENVIRONMENT AND STAFFING

A. AACN Standards for a Healthy Work Environment. The Medical Center, ONA, and the nurses at the Medical Center have a joint commitment and a shared interest in providing a healthy work environment, to support and foster excellence in the provision of patient care. The parties echo the statement from the American Association of Critical-Care Nurses that the nursing shortage cannot be reversed without a healthy work environment that supports excellence in nursing practice. Toward that end, the parties are committed to working together – including using the existing processes – to address the elements of a healthy working environment, and agree with the AACN statement: "Healthy work environments do not just happen. Therefore, if we do not have a formal program in place addressing work environment issues, little will change." To begin the work towards that goal, the parties have developed the Initial Action Plan for a Healthy Work Environment and will continue this work during the term of this Agreement.

B. Staffing Committees and Nurse Staffing. If any nurse has concerns regarding staffing, he or she is encouraged to raise those concerns, without fear of retaliation. The method(s) and process(es) for raising such concerns is part of the work to be done by the

parties toward the goal of a Healthy Work Environment, including communication for raising such concerns.

The Hospital Staffing Plan.

1. The Medical Center is required under SB 469 to maintain a written hospital-wide staffing plan for nursing services, which *clearly delineates* the decision-making tools and techniques for each unit to determine its appropriate staffing. The parties acknowledge the legal requirements set forth in SB 469, including its enforcement mechanisms. For reference purposes only, the text of SB 469 is reprinted following this contract (at page 105).

2. The plan must generally be developed, monitored, evaluated and modified by a hospital nurse staffing plan committee ("the Housewide Staffing Committee") in consultation with staff at the unit level.

C. The Staffing Plan Committee. Consistent with SB 469 and applicable regulations, the Staffing Plan Committee is responsible for developing, monitoring, evaluating and modifying the Staffing Plan in order to provide adequate nurse staffing for the delivery of safe and effective patient care. To that end, the parties agree to the following specific contractual provisions.

D. The Housewide Staffing Committee

1. The Housewide Staffing Committee

SB 469 /ORS 441.162. The parties acknowledge that the Medical Center is required to follow the provisions of ORS 441.162, ORS 441.166 and OAR 333-510-0045 (collectively, "SB 469") regarding staffing and staffing committees. The Housewide Staffing Committee will be comprised of an equal number of Medical Center nurse managers/directors and direct care registered nurses as its exclusive membership for decision-making;

2. Direct care registered nurse representatives and alternatives will be selected by the direct care nurses, through a process determined by the Association. Notice of vacancies on the committee, the time frame for nomination and selection, and the election/approval process will be provided to the Association as a standing task force agenda item.

3. Term or time on the Housewide Staffing Committee will be three years and will include regular members and alternates, as set by the Housewide Staffing Committee Charter.

4. The decision-making process for the Housewide Staffing Committee will be by vote of the majority of the voting members.

5. The Medical Center has defined the following specialty areas and will include at least one direct care registered nurse from the following specialty areas on the Housewide Staffing Committee:

- a. Medical/Surgical;
- b. Surgical Services;
- c. Critical Care;
- d. Maternal Child Division;
- e. Behavioral Health;
- f. Emergency Services.

The Housewide Staffing Committee may elect to expand the number of representatives or specialty areas as needed.

6. Any nurse or nurses with concerns regarding staffing changes on his/her/their unit are strongly encouraged, but not required, to first meet with the unit manager and/or the unit-based staffing committee to discuss such requested changes. The nurse or nurses may also bring those concerns directly to the attention of the Housewide Staffing Committee.

7. Meetings of the Housewide Staffing Committee.

a. The meetings of the Housewide Staffing Committee will be co-chaired by one direct care registered nurse and one nurse manager/director.

b. The Housewide Staffing Committee will determine how often it needs to meet to achieve its duties, but not less than quarterly.

c. The quorum required for meetings is eight (8) members comprised of 50% of the staff nurse members and 50% of nurse manager/director members.

d. The members of the Housewide Staffing Committee will be paid for the time spent during meetings. Alternates will be paid for attendance at meetings if a nurse representative is unable to attend or where the alternate's attendance was requested.

e. The Medical Center will release members (or alternates when necessary) of the Housewide Staffing Committee from scheduled shifts to attend committee meetings.

f. Minutes of the meetings will be taken and will be available for review by all nurses on the Medical Center's nursing website within a month following the meeting.

g. The annual schedule for meetings will be set in advance and available for review by nurses on the Medical Center's nursing website.

h. The names of the members of the Housewide Staffing Committee and their respective units to be represented will be communicated to the nurses on the Medical Center's nursing website.

i. Nurses and/or representatives of the Association may request time on the agenda at the Housewide Staffing Committee to raise issues or concerns.

j. Staff nurses, including members of the Professional Nursing Care Committee and the Association of Professional Registered Nurses ("APRN"), are welcome to attend Housewide Staffing Committee meetings as non-voting observers, on unpaid time.

k. The Housewide Staffing Committee will be asked to develop a plan to educate nurses on its role and responsibilities.

ARTICLE XVII – SENIORITY AND JOB POSTING

A. Definition of Seniority. Subject to paragraph 1 below, a nurse's seniority shall continue to be computed from the time of his/her last continuous employment by the Medical Center in any capacity within the bargaining unit, based on the date on which the nurse started bargaining unit work.

1. Resource nurses.

a. Employed on Ratification of Resource Nurse Agreement.

Seniority will be calculated for resource nurses effective 90 days following ratification of the Agreement incorporating resource nurses. A resource nurse's seniority will be calculated based on his/her last continuous employment by the Medical Center as a registered nurse, at the rate of one year of seniority for every three completed years of employment as a registered nurse. Partial years will be credited, if needed, at the rate of one-third.

Note: Any currently employed bargaining unit nurse will not be given seniority credit for prior work as a resource nurse.

b. Hired After Ratification of Resource Nurse Agreement. A

resource nurse's seniority will be calculated based on his/her last continuous employment by the Medical Center as a resource nurse, at the rate of one year of seniority for every three completed years of employment as a resource nurse. Partial years will be credited, if needed, at the rate of one-third.

Note: After ratification of the Agreement re: Resource nurses, seniority for any nurse moving between resource and non-resource bargaining unit positions will be based on total employment in a bargaining unit position (with the 1:3 calculation for time as a resource nurse, as noted in 1a above).

B. Break in Seniority. Seniority shall be broken and terminated if a nurse:

1. Quits unless reemployed within twelve (12) months.

2. Is discharged for just cause.

3. Is laid off for lack of work for twelve (12) consecutive months.

4. Is absent from work without good cause for three (3) consecutive working days without notice to the Medical Center.

5. Fails to report for work promptly without good cause after an accident or illness when released to return to work by physician.

C. Postings. All vacancies and new positions shall be posted for seven (7) calendar days. The notice shall state the position, shift, unit and number of days per week of the available position.

1. The Medical Center may temporarily fill the position during the posting period with a person of its choosing.

2. A nurse who desires to change shifts or to move to another position in the Medical Center shall complete a transfer request form for that position.

3. Managers will make a good faith effort to communicate the posting or anticipated posting of positions to nurses working on the unit where a position will be posted. Such communication may be by email, staff meeting announcements, or other regularly used methods of communication.

D. Seniority Consideration. Qualified senior nurses shall be given shift and unit preference when a vacancy occurs. To exercise seniority, the senior nurse must agree to work the number of days or weeks of the vacant position. A nurse who has left the bargaining unit may not use his/her seniority to gain reemployment and/or transfer back into a bargaining unit position. If a nurse returns to a bargaining unit position, seniority may then be used as set forth in Article XVIII 1.B.

E. Charge Nurses. Seniority shall prevail in advancement to Charge Nurse vacancies, provided the skill, ability, and qualifications of the nurses are equal. The Medical Center shall be the sole judge of the relative skill, ability, and qualifications of the nurses (including leadership, communication, and conflict resolution skills and abilities), which said judgment shall not be arbitrarily or capriciously exercised.

F. Agency or Travelers. There will be a posted bargaining unit position within a cluster (within a unit in the perinatal and surgical clusters) where guaranteed agency nurses or travelers are being used to perform bargaining unit work other than to fill bargaining unit positions because of any combination of leaves of absence, vacations, holidays, and sick leave.

E. Transfers. A nurse is encouraged to communicate with his/her manager regarding the nurse's desire to move to a different nursing unit within the Medical Center. The nurse's manager will not prohibit a nurse from making or requesting an otherwise permitted transfer, and the provisions of Sections C and D of this Article will apply regarding such transfer requests. To be eligible to submit a transfer request, a nurse must (1) have held his/her current position for at least six (6) months, unless agreed to by the Human Resources Director, and (2)

have no disciplinary actions in the six (6) months prior to the request. A department head, supervisor, or hiring manager may not prohibit a nurse from making a request for transfer or to transfer.

ARTICLE XVIII – REDUCTIONS IN FORCE AND LOW CENSUS

A. Layoff. A layoff is defined as a staff reduction because of a position elimination or long-term reduction in hours, unit closure or merger, or Medical Center projections that the staff reduction in a unit and shift will continue for an extended period.

B. Qualifications. Subject to the provisions of Section D(2), for purposes of this Article XIX, a nurse is “qualified” if the nurse currently works on or is oriented to the nursing unit where the positions exists, or is determined to be able to meet the routine or previously posted positions requirements, with an orientation not to exceed six (6) consecutive weeks.

C. If the Medical Center determines that a reduction in force as defined in Section A of this article is necessary, a minimum of 45 days’ notice will be given to the Association detailing purpose and scope of the reduction and the likely impacted unit or units, shifts, and positions. The Medical Center will provide the Association with a list of open RN positions at the Medical Center and, at the request of the Association, at any other Providence facilities within Oregon. An “open position” is any position for which the facility is still accepting applications.

D. Upon notice to the Association, representatives of the Medical Center and the Association will meet to discuss scope of the reduction and the likely impacted unit or units, shifts, and positions as well as options for voluntary lay-offs, reduction of the scheduling of agency, traveler and temporary nurses, and conversion from regular nurse status to an intermittently employed nurse and FTE reductions (full-time nurses going to part-time status). The Medical Center will consider the options suggested by the Association, but will not be required to implement the suggested options.

E. If after meeting with the Association, the Medical Center determines that a reduction in force is still needed the nurse or nurses on the unit or units to be impacted will be given a minimum of 30 days’ notice. If there are any posted RN positions within the Medical Center at the time of a reduction in force, the Medical Center will wait to fill such positions with an external applicant until it has become clear which nurses will be impacted by the reduction in force (either laid off or displaced into another position), and those nurses have had an opportunity to apply for those positions. The Medical Center may immediately post and fill nursing positions if either (1) it is apparent that the nurses likely to be impacted by the reduction in force are not qualified for the open position or (2) the Medical Center has an urgent need to

fill the position for patient care reasons. The Medical Center will inform other employers within Providence-Oregon of the existence of the reduction in force, and request that they consider hiring the impacted nurses, if any, for any open positions.

1. In the event of a layoff or elimination of a nurse's position, the nurse with the least seniority, (as defined in Article XVIII) among the nurses in the shift of the patient care unit where such action occurs, will be displaced from his/her position in the following manner. The initially displaced nurse will then have the following options:

a. The initially displaced nurse may, within seven (7) calendar days of his or her notification of the displacement, choose to accept layoff with severance pay in lieu of further layoff rights or options. Such severance pay will be based upon the Medical Center's severance policy applicable to non-represented employees then in effect, except that the nurse will receive severance payments equal to seventy-five percent (75%) of the severance payments available to non-represented employees with the same number of years of service as the nurse. Severance is not available to nurses who become displaced due to the application of the "bumping rights" described below; or

b. The initially displaced nurse may take the position of the least senior regular nurse in the same patient care unit, provided he/she is qualified to perform the work of that position (the nurse whose position is thus taken will become the displaced nurse for purposes of the following subsections); or

c. The displaced nurse may take the position of the least senior regular nurse in the patient care unit(s)/cluster in which the nurse is permitted to float, provided the nurse is qualified to perform the work of that position. However, no regular full-time or part-time nurse will be required to take the position of resource nurse and no nurse with benefits will be required to take a non-benefitted position. (The nurse whose position is thus taken will become the displaced nurse for purposes of the following sections); or

d. The displaced nurse may take the position of the least senior regular nurse in the bargaining unit, provided he/she is qualified to perform the work of that position. However, no regular full-time or part-time nurse will be required to take the position of resource nurse and no nurse with benefits will be required to take a non-benefitted position. (The nurse whose position is thus taken will become the displaced nurse for purposes of the following subsections); or

e. The displaced nurse may elect reclassification to resource status on a non-regularly scheduled basis; or

f. The displaced nurse may elect to transfer, if offered by the Medical Center, to a temporary position for not to exceed 90 calendar days or a position in a training program for not to exceed six (6) months, which position will not be considered a vacancy under this Article; or

g. The displaced nurse will be laid off.

2. In the event the Medical Center undergoes a layoff and a position exists in a unit affected by the layoff that required special skills and/or competencies which cannot be performed by other nurses in that unit, the Medical Center will notify the Association. The parties agree to promptly meet and discuss the unit, scope of layoff, the job skills required, and how to address the situation in order to protect seniority rights and care for patients. In considering the special skills and/or competencies, the ability to provide training to more senior nurses will be considered. Special skills and competencies will not include a specific academic degree, non-mandatory national certifications, disciplinary actions or work plans.

3. Recall from layoff will be in the order of laid off nurses' seniority, provided the nurse is qualified to perform the work of the recall position. A displaced nurse under any of the five preceding subsections, including recalled nurses under the previous sentence, will be given preference for vacancies in the same unit and shift from which the nurse was displaced, in order of their seniority. Rights under this paragraph continue for up to twelve (12) months from the date of displacement. It is the responsibility of the displaced nurse to provide the Medical Center with any changes in address, telephone number or email address. A nurse forfeits any recall rights if the nurse fails to provide the Medical Center such changes and the Medical Center is unable to contact the nurse using such contact information. The Medical Center agrees it will attempt to contact the nurse by letter/mail, telephone and email (if provided by the nurse) and document such efforts. The recalled nurse must respond to the Medical Center within 14 calendar days of such contact or will forfeit all recall rights.

4. In Unit Posting to Prevent Layoff. In the event a unit is overstaffed on a shift, and is simultaneously understaffed on a different shift, and the Medical Center would otherwise be required to lay off a nurse on the overstaffed shift, the Medical Center will notify the Association and the parties will meet to review the positions and

nurses affected. If the parties review the information and agree that posting the position as available only to nurses in that unit is necessary to prevent a layoff, the position may be posted notwithstanding Art. XVII (C).

F. Low Census Definitions:

1. Low Census - A Low Census event occurs when the Medical Center determines that there are more nurses scheduled or working than needed.
2. Rolling Calendar Year - For this Article, Rolling Calendar Year will mean the 26 pay periods preceding the current pay period.

G. Low Census Process:

1. Low Census will be assigned in the following sequence within the cluster (and within unit in the surgical clusters) where the need for Low Census is identified in the following order:
 - a. Agency nurses (per diem, guaranteed or travelers).
 - b. Temporary nurses.
 - c. Share Care nurses.
 - d. Resources nurse after they have worked 24 hours in that week. If more than one resource nurse is subject to low census, the unit will use a rotation system to determine which nurse will receive low census.
 - e. Nurses whose work would be payable at overtime or other premium rates, including for extra shifts.
 - f. Volunteer nurses on units, followed by volunteer nurses within the cluster where the Low Census will occur, subject to the provisions of Sections (D(2)(b) and E), below. Lists of requested voluntary Low Census are maintained in the appropriate department indicating Low Census and the nurse must designate his or her preference related to Standby at the time the nurse places his or her name on the list. Such preference will be considered by the Medical Center in determining which nurse will be given the Low Census, based on the determination as to the standby needs for the unit/cluster (e.g., with or without standby). Where multiple requests are received for the same status of voluntary low census (e.g., with or without standby), the earliest request(s) will be given

preference and the order will be viewable by nurses on-line, provided that a nurse on the same unit or cluster is qualified to perform the work of the nurse given the time off.

i. The parties acknowledge that the Medical Center will make its best effort to select accurately among volunteers for low census.

ii. The parties also acknowledge that the Medical Center may assign Low Census to a nurse in the categories below, if the only volunteer does not indicate the standby preference needed by the Medical Center.

g. Resource nurses, regardless of the number of shifts they worked that week.

h. Low Census from the "Mandatory List" will be assigned to the nurse with the lowest "Factor".

i. "Factor". " Beginning with the pay period that begins 90 days after ratification of this Agreement, a Mandatory List will be compiled, by assigning each full-time and part-time nurse a Factor calculated as follows:

Nurses's Total	Nurse's FTE
Low Census Hours [♦]	(expressed in annualized
(voluntary and	hours for the rolling calendar
mandatory) in a rolling	year)
calendar year	

[♦] Cancelled Extra Shifts are not included in the Low Census hours.

ii. The Mandatory List will be updated every 12 to 24 hours, and will be available for viewing by nurses. Each nurse is responsible for checking the Mandatory List and alerting his or her manager to any concerns with the calculation for that nurse or the nurse's relative placement on the list.

iii. Situations that will alter the assignment of Voluntary and Mandatory Low Census by the lowest Factor are:

1. The nurse's qualifications may not meet the needs of an area. Example: Charge nurse required, new graduate available. Special care nurse needed, staff nurse available.

2. The nurse whose turn it is to be off is already on an assigned day off.

iv. Any nurse who is assigned a Mandatory Low Census and desires to work may request to fill available positions on another day or another shift. The Medical Center will attempt to offer regular full-time and part-time nurses, who would be working except for being on Low Census, an opportunity to work such time in areas where they are qualified, before assigning nurses on the "on call list" to work in such areas at such times.

H. Nurses' Status While on Mandatory Low-Census Before the Start of the Shift.

1. When a nurse is placed by the Medical Center on low census, the nurse will request either:

a. Full Shift Low Census. This means that the nurse is not obligated to the Medical Center for that shift.

b. Partial Shift Low Census. This means that the nurse is obligated to the Medical Center for a portion of that shift.

The Medical Center will, consistent with operational and patient care needs, make its best efforts to honor the nurse's preference for full or partial shift low census.

2. Partial Shift Low Census.

a. If the Medical Center cannot grant a nurse's request for full shift low census, it will place the nurse on partial shift low census. The nurse will then receive a scheduled partial shift of either four, six or eight hours (10- or 12-hour night shift nurses will have a partial shift length of 8 hours). If standby is needed by the Medical Center, the nurse will be given the option to be on standby for the nurse's cluster during the low census portion of the nurse's shift. If the nurse is called in to work during the time the nurse is on voluntary standby, the standby provisions of this contract will apply.

b. If the Medical Center places a nurse on partial shift low census and the nurse has informed the Medical Center of the nurse's preference to be placed on full shift low census, that nurse will be moved to the top of the list for

voluntary low census. If there is subsequent low census in that nurse's cluster before the nurse has reported to work such that the nurse could be given full shift low census, the Medical Center will grant that nurse's request for voluntary low census before granting the request of any other nurse who has already reported to work or who would have been ahead of the nurse on the voluntary low census list.

c. If the nurse works only the last four or six hours of a scheduled shift due to low census, the nurse will be credited with the entire length of the nurse's shift as credit towards the nurse's Low Census Factor. Evening shift nurses (3:00 p.m. – 11:00 p.m.) will receive this credit if they work any four hour segment of their shift.

I. Nurses' Status While on Voluntary Low-Census Before the Start of the Shift.

1. The Medical Center will, consistent with operational and patient care needs, make its best efforts to honor a nurse's preference for voluntary low census. When volunteering for low census, the nurse may ask to be placed on either (1) full shift low census with or without standby, or (2) partial shift low census with or without standby, but with a scheduled partial shift of either four, six or eight hours (10- or 12-hour night shift nurses will have a partial shift length of 8 hours). If the nurse is called in to work during the time the nurse is on voluntary standby, the standby provisions of this contract will apply.

2. If the nurse on voluntary low census is given a scheduled partial shift, the nurse is moved to the top of the list of volunteers for full day low census. If there is subsequent low census on that nurse's unit before the nurse has reported to work, in order to better ensure consistency of patient care and patient safety, the Medical Center will give that nurse full shift low census before granting any request for voluntary low census from a nurse who has already reported to work.

J. Protocol for Addressing Excess Mandatory Low Census: If the Association desires to discuss with the Medical Center its concerns regarding excess mandatory low census on any unit, it may raise that issue at a Task Force meeting. The parties shall consider actions to remedy the situation, including potential reorganization and/or implementation of a reduction in force.

ARTICLE XIX – NO STRIKE/NO LOCKOUT

In view of the importance of the operation of the Medical Center's facilities to the community, the Medical Center and Association agree that there shall be no lockouts by the Medical Center and no strikes, sympathy strikes, or other interruptions of work by nurses or Association during the term of this Agreement.

ARTICLE XX – GRIEVANCE PROCEDURE

A. Purpose. Both the Medical Center and Association subscribe to the principle that grievances be promptly heard, acted upon and effectively resolved. Grievances which arise between the Medical Center and any nurse during the term of this Agreement shall be handled through this Article.

B. Definitions. A grievance is defined as any dispute over the Medical Center's interpretation and application of the provisions of this Agreement. As used in this Article, the word "days" shall mean calendar days.

C. Probationary Nurses. Probationary nurses shall have access to this grievance and/or arbitration procedure except for matters relating to discipline or termination.

D. Procedure:

A nurse who believes that the Medical Center has violated provisions of this Agreement is encouraged to discuss the matter with the nurse's manager before undertaking the following grievance steps. A grievance shall be presented exclusively in accordance with the following procedure:

Step 1: After consulting with a representative or officer of the Association, the nurse or the Association shall present the grievance in writing to the nurse manager or appropriate representative of the Medical Center as soon as possible but no later than 14 days from the date of occurrence, or the date when the nurse should reasonably have known of the occurrence, of the alleged violation upon which the grievance is based. The grievance shall set forth the facts of the dispute, including the date of the alleged violation, the names of the employee(s) affected, the specific provisions of this Agreement in dispute, and the relief requested. Any nurse who is an officer of the bargaining unit or the Association may present a group grievance where the occurrence actually involved at least four nurses, provided that either an officer of the bargaining unit or one of the affected nurses signs the grievance. The nurse manager or appropriate representative of the Medical Center shall respond in writing with his/her specific

reasons within seven (7) days after the discussion, if any, or within 14 days after receipt of the grievance, whichever is later.

Step 2: If the nurse is dissatisfied with the decision under Step 1, the nurse may present the grievance in writing to the Director of Nursing or appropriate management representative within seven (7) days of receiving a response required by Step 1. The Director of Nursing or other appropriate management representative shall meet with the grievant and a representative of the Association within seven (7) days and shall render a written response within five (5) days of such meeting.

Step 3: If the grievance is not resolved under Step 2, Association may submit the grievance to the Administrator within seven (7) days after receipt of the Director's response. The submission will include a written statement of the specific reasons for moving the grievance to this step that will provide the Administrator with sufficient information to investigate and respond to the grievance. The Administrator or designee's written response to the grievance shall be given within seven (7) days after a meeting between him/her and the grievant and a representative of Association. If no meeting is held, such written response is due within ten (10) days of presentation of the grievance.

Step 4: If the grievance is not resolved on the basis of the foregoing procedure, Association may submit the grievance to arbitration by notifying the Medical Center in writing within ten (10) days from receipt of the Administrator's response, or if the written response is not received within that time period, within twenty (20) days after proper presentation of the grievance to Step 3.

a. In the event the parties are unable to agree on the arbitrator within seven (7) days from the date the grievance is tendered at Step 4, the arbitrator shall be chosen from a list of five (5) names from the state of Oregon furnished by the Federal Mediation and Conciliation Service. The parties shall alternately strike one (1) name from the list, with the first strike being determined by the flip of a coin, and the last name remaining shall be the arbitrator for the grievance.

b. The arbitrator will render a decision within thirty (30) days from the close of the hearing.

c. The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall not have the power to add to, subtract from or modify the terms of this Agreement.

d. Expenses and compensation of the arbitrator will be divided equally between the Medical Center and Association.

D. Time Lines. A grievance will be deemed untimely if the time limits set forth above for presentation of a grievance to a step are not met, unless the parties agree in writing to extend such time limits.

ARTICLE XXI – SEPARABILITY

A. In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

B. All provisions contained in this Agreement are subject to government review and approval under applicable economic controls, laws and regulations.

ARTICLE XXII – SUCCESSORS

In the event that the Medical Center shall, by merger, consolidation, sale of assets, lease, franchise, or any other means, enter into an agreement with another organization which in whole or in part affects the existing collective bargaining unit, then such successor organization shall be bound by each and every provision of this Agreement. The Medical Center shall have an affirmative duty to call this provision of the Agreement to the attention of any organization with which it seeks to make such an agreement as aforementioned, and if such notice is so given, the Medical Center shall have no further obligations hereunder from date of takeover.

ARTICLE XXIII – DURATION AND TERMINATION


A. Duration. This Agreement shall be effective as of the date of execution, except as specifically provided otherwise, and shall remain in full force and effect until December 31, 2017, and annually thereafter unless either party hereto serves notice on the other to amend or terminate the Agreement as provided in this article.


B. Modification. If either party hereto desires to modify or amend any of the provisions of, or to terminate, this Agreement, it shall give written notice to the other party not less than ninety (90) days in advance of December 31, 2017, or any December 31 thereafter that this Agreement is in effect.

1 IN WITNESS WHEREOF, the Medical Center and Association have executed this Agreement
2 as of this 29TH day of JUNE, 2016.

3


OREGON NURSES ASSOCIATION


Glenda Peters, RN



Anna Vernon, RN, BSN, CEN


John Smeltzer, BSN, RN-BC



Christie Scott, RN, BSN, CMSRN


Anne Murdock, BSN, RN, CCRN



Kathy Keane, BSN


Seth Mooney, Labor Relations
Representative

PROVIDENCE ST. VINCENT MEDICAL
CENTER


Jennifer Burrows, Chief Nursing Officer


Lori Richards, Human Resources Director


Mike Dahlen, Director of Nursing: Medicine,
Surgery & Psychiatry

APPENDIX A – COMPENSATION

A. Wage Rates. The following are the rates of pay of all Staff Nurses employed under the terms of this Agreement:

1. Effective the first full pay period that includes the date listed, the hourly rates listed in that column will apply.

[If this Agreement is ratified by January 5, 2016] Effective the first pay period that includes 1/1/16: 2.25% increase to all steps.

Effective the first pay period that includes 1/1/2017: 2.50% increase to all steps.

<u>Step</u>	<u>1/1/2016</u>	<u>1/1/2017</u>
<u>1</u>	<u>\$35.47</u>	<u>\$36.36</u>
<u>2</u>	<u>\$37.36</u>	<u>\$38.30</u>
<u>3</u>	<u>\$38.56</u>	<u>\$39.52</u>
<u>4</u>	<u>\$39.83</u>	<u>\$40.82</u>
<u>5</u>	<u>\$41.46</u>	<u>\$42.50</u>
<u>6</u>	<u>\$43.77</u>	<u>\$44.87</u>
<u>7</u>	<u>\$44.21</u>	<u>\$45.32</u>
<u>8</u>	<u>\$44.63</u>	<u>\$45.75</u>
<u>9</u>	<u>\$45.08</u>	<u>\$46.21</u>
<u>10</u>	<u>\$45.51</u>	<u>\$46.65</u>
<u>11</u>	<u>\$45.94</u>	<u>\$47.09</u>
<u>12</u>	<u>\$46.37</u>	<u>\$47.53</u>
<u>13</u>	<u>\$46.79</u>	<u>\$47.96</u>
<u>14</u>	<u>\$47.23</u>	<u>\$48.41</u>
<u>15</u>	<u>\$47.66</u>	<u>\$48.85</u>
<u>16</u>	<u>\$48.14</u>	<u>\$49.34</u>
<u>17</u>	<u>\$48.63</u>	<u>\$49.85</u>

<u>18</u>	<u>\$49.09</u>	<u>\$50.32</u>
<u>19</u>	<u>\$49.58</u>	<u>\$50.82</u>
<u>20</u>	<u>\$50.06</u>	<u>\$51.31</u>
<u>21</u>	<u>\$50.83</u>	<u>\$52.10</u>
<u>22</u>	<u>\$51.60</u>	<u>\$52.89</u>
<u>25</u>	<u>\$52.64</u>	<u>\$53.95</u>
<u>30</u>	<u>\$53.43</u>	<u>\$54.76</u>

2. Nurses' compensation shall be computed on the basis of hours worked.

3. A nurse shall progress according to the year-to-year wage progression set forth in this section at the end of each anniversary date, provided that he/she has worked a minimum of 650 hours. In the case where a nurse has not worked 650 hours during any anniversary year, advancement to the next wage step shall be delayed until completion of 650 hours of work. Computation of 650 hours in the following years shall commence upon completion of the prior 650hour requirement. For the purposes of this section, hours not worked as a result of Low Census will be credited towards the nurse's 650-hour requirement.

4. To be eligible for Step 25, the nurse must have been continuously employed by the Medical Center for at least 25 years and at Step 22 for at least one year.

5. A nurse will progress to Step 30 after being on Step 20 or higher for ten years

B. Additional Wage Provisions.

1. Nurses' compensation shall be computed on the basis of hours worked.

2. A nurse temporarily assigned to a higher position and shift shall be compensated for such work at no less than the minimum rate of pay applicable to the higher position if such assignment lasts for a period of four (4) hours or more.

3. Regularly scheduled part-time nurses shall receive consideration for promotional advancement.

4. Merit Raises: The Association recognizes this contract to contain the minimum standards of employment. This contract should not be construed to limit management's right to reward an individual nurse's performance over and above the prescribed conditions called for in this Agreement.

5. Credit for prior experience: A newly hired nurse may be hired at any Step, but not less than the Step number that corresponds with the number of years of the nurse's related experience as a nurse employee of an accredited acute care hospital(s) during the immediately preceding five (5) years. A year of experience under this section is 2,080 hours of the related work. The Medical Center may, in its discretion, place a newly hired experienced nurse at a higher step rate of pay.

C. Differentials.

1. Charge Nurses. Charge nurses shall receive a differential of \$3.60 per hour in addition to the appropriate Staff Nurse hourly rate set forth above. Relief charge nurses shall receive, during the period of assignment to the charge nurse function, \$2.50 per hour in addition to the appropriate Staff Nurse hourly rate set forth above.

2. Shifts.

a. Nurses will be deemed to be assigned for shifts as follows:

Half or more of the nurse's

assigned hours are

between the hours of:

Shift

7 a.m. and 3 p.m.

Day

3 p.m. and 11 p.m.

Evening

11 p.m. and 7 a.m.

Night

Such assigned hours do not include hours which fit the definition of daily overtime hours under Article V, Section D.

b. Effective with the first full pay period beginning after ratification of this Agreement, nurses assigned for evening and night shifts shall be paid, in addition to the appropriate Staff Nurse rate set forth in Section A above, as follows:

i. Evening shift: \$2.50 per hour.

ii. Night Shift: \$5.80 per hour.

c. If the nurse's assigned hours fit more than one shift definition under subparagraph a above, the nurse will be deemed to be assigned for the shift with the higher shift differential.

d. If a nurse is assigned to work hours which fit the definition of daily overtime hours under Article V, Section D, the nurse shall be paid shift differential, if any, for such daily overtime hours according to the nurse's assigned shift under 1 above. However, if a nurse works four (4) or more hours of such daily overtime in a workday, the applicable shift differential for such daily overtime hours shall be the higher of (a) the shift differential of the nurse's assigned shift or (b) the shift differential of the shift in which the majority of such overtime hours are worked. For purposes of (b) in the preceding sentence, the day shift is considered to be 7 a.m. to 3 p.m., the evening shift 3 p.m. to 11 p.m., and the night shift 11 p.m. to 7 a.m. This paragraph will apply only to hours for which shift differential would not otherwise be paid under the other paragraphs of this section 2.

e. However:

i. Nurses scheduled for a 7 a.m. to 7:30 p.m. shift (day shift as defined above) will be paid evening shift differential for all hours worked on the shift after 3:30 p.m., if those hours do not otherwise qualify for shift differential under the other paragraphs of this section 2; and

ii. Nurses who, on the date of ratification of this Agreement are regularly assigned to a shift for which they receive shift differential pay for hours that would not be eligible for shift differential pay under 2.a above, will continue to be paid the shift differential for those hours. This paragraph will cease to apply once the nurse is assigned to another shift. The nurse will thereafter be subject to the preceding paragraphs.

3. Certifications. Effective with the first full pay period beginning after ratification of this Agreement, a nurse who meets the requirements of this section shall receive a \$1.75 per hour certification differential.

a. The nurse must have a current nationally recognized certification on file with the Medical Center for the area where the nurse works a significant number of hours. Eligibility for the certification differential will cease beginning

with the first full pay period following the expiration date of the certification, unless the nurse submits proof to the Medical Center of certification renewal before that date. If the proof is submitted to the Medical Center after that date, the certification differential will be resumed beginning with the first full pay period following the submission.

b. A nurse will be deemed to have worked a significant number of hours in the area if at least one half of the nurse's hours worked are in that area. The Medical Center may, in its discretion, determine that some lower proportion of hours worked in an area qualifies as a significant number of hours worked for the purposes of this section.

c. Only one certification and one certification differential will be recognized at a time for the purposes of this section. Nurses with multiple recognized certifications will receive certification differential for only one at a time.

d. The Medical Center will specify not less than one certification to be recognized for each of the following areas: med/surg, day/surg, float, surgery, critical care, IV therapy, emergency, family maternity, recovery, orthopedics, neuroscience, psych, and kidney dialysis. The IBCLC certification will also be recognized under this section for the family maternity area, and will replace all other premiums for such certification or expertise.

4. Preceptors. Effective with the first full pay period beginning after ratification of this Agreement, a nurse assigned as a preceptor will be paid a differential of \$2.00 worked as a preceptor. A preceptor is a nurse who is designated by his/her nurse manager to assess the learning needs of a nurse or capstone student nurse; plan the nurse's/capstone student nurse's learning program; implement the program; provide direct guidance and supervision to the nurse during the program; and, in conjunction with the nurse manager and/or designee, evaluate the nurse's progress during the program. This differential will not be paid for any unworked hours or for any hours when the nurse is not working as a preceptor.

D. Standby Compensation. The following standby compensation policies shall apply to all nurses:

1. Effective with the first full pay period beginning after ratification of this Agreement, nurses scheduled for standby shall be paid the sum of \$4.70 for each hour of scheduled standby.

2. Time actually worked on a call-back while on scheduled standby shall be paid for at one and one-half (1-1/2) times the nurse's regular straight-time hourly rate of pay for a minimum of three (3) hours. Such premium pay rate will begin with the time the nurse actually begins work during the standby period. Such premium rate will apply only where (1) the nurse has first clocked out and then received a call from the nurse's unit manager or designee asking the nurse to return to work or (2) where the nurse continues his or her scheduled shift for 60 minutes or more. If the nurse continues his or her scheduled shift for 59 minutes or less, the nurse will receive one hour of the premium rate.

3. Mandatory Scheduled Standby. For nurses who work in units with mandatory scheduled standby, the following provisions will apply:

a. If staffing on a unit with mandatory standby requires that nurses exceed 52 hours of standby in a 4 week schedule, such nurses will for such schedules be paid \$10.00 for all standby hours in excess of 52.

b. Scheduling of all standby hours will be distributed fairly and equitably among affected nurses.

c. On units where a nurse or nurses wish to voluntarily exceed 52 hours of scheduled standby per 4 week schedule, all such voluntary hours in excess of 52 will be paid at \$4.70 per hour.

Nursing units with mandatory scheduled standby will also follow the provisions in Appendix D.

E. Extra Shifts.

1. Extra shifts differential. A nurse will be paid a differential of \$18.00 per hour for all hours worked per week in excess of thirty-six (36), when such excess hours result from the nurse agreeing to work an extra shift of at least four (4) hours in duration (3.5 hours for 9-hour shift nurses), at the request of the Medical Center. This differential will be \$19.00 per hour for hours worked on weekend shifts, which are defined as shifts beginning within the period from 7:00 p.m. on Friday through 6:59 p.m. on Sunday. The differential will not be paid for any unworked hours.

2. Regularly scheduled hours. . For the purposes of determining “the nurse’s regularly scheduled hours for the week” under Paragraph 1 above, regularly scheduled hours actually worked in the week will be counted, and the following regularly scheduled hours will also be counted for the week:

- a. Not worked because of Low Census;
- b. Not worked because the Medical Center required attendance at a specific education program;
- c. Not worked because the nurse was on a paid educational leave from such hours; and
- d. Not worked because the nurse was excused due to a holiday under Article VI, Section A (including a compensating day off given for one of those holidays), from hours that would otherwise have been worked.

Hours worked in determining eligibility for this differential will not include hours worked as a result of trades.

- e. Hours worked as a result of being called into work while on a mandatory standby shift will be paid with the extra shift differential only when such hours exceed four (4) in the callback shift and will exceed 36 hours in the week.

3. Scheduled extra shifts. After the scheduling plan sheet is processed, the unit manager will determine which vacant shifts will be offered as scheduled extra shifts. These scheduled extra shifts will be designated on the list of open shifts on the unit. Prior to the Posting of the Final Schedule, only open shifts designated as scheduled extra shifts will qualify for the extra shift incentive.

- a. Prior to offering any extra shifts, the Medical Center may offer each volunteering resource nurse up to 36 hours of work per week.
- b. Each regular part-time and full-time qualified nurse will be given preference for these shifts in order of the nurse’s seniority, for up to two (2) extra shifts in the nurse’s home unit during the schedule period, provided, however, that nurses indicating a willingness to float within their cluster will have priority over nurses who do not make themselves available to float. The order specified

above will recur until all the open shifts have been assigned or there are no remaining requests for an open shift.

c. These shifts will be coded on the final posted schedule as scheduled extra shifts.

d. If a scheduled extra shift is canceled, and if standby is needed by the Medical Center, the nurse will be given the option to be on standby for the nurse's cluster.

e. Any nurse scheduled to work an extra shift will receive at least two (2) hours' advance notice if the shift is to be canceled. This notice requirement will be deemed satisfied by a reasonable effort to notify the nurse by telephone not to report for work.

f. If the foregoing notice provision is not satisfied, or if the nurse is permitted to come to work without receiving any notice, the nurse is eligible to receive four (4) hours of pay in accordance with the provisions of Paragraph 1 herein.

g. Nurses working scheduled extra shifts are subject to being called off, after four (4) hours of work, prior to any other nurse working a regular shift, subject to the particular needs of patients and continuity of patient care at the time of the call-off.

h. Qualifications. To qualify for working an extra shift, a nurse must have the skill, ability and qualifications that meet the needs for the particular assignment. Nurse may be disqualified from working an extra shift for a period of six (6) months after receiving a corrective action.

APPENDIX B – CLINICAL LADDER
LETTER OF AGREEMENT: CLINICAL LADDER
Between Oregon Nurses Association
And
Providence St. Vincent Medical Center

Providence St. Vincent Medical Center (the “Medical Center”) and Oregon Nurses Association (the “Association”) are committed to the professional development, satisfaction, recruitment and retention of nursing staff. This brings about the best working conditions, patient care and benefits to our community at large. To that end, the Clinical Ladder program is in place to allow staff nurses to develop and explore professionally in areas to the mutual advantage of the nurse and the Medical Center.

To that end, the parties hereby adopt the currently agreed upon Clinical Ladder Program (“the Program”) and the following terms in connection with said Program:

1. Nurses covered by the parties’ Collective Bargaining Agreement (“Agreement”) are eligible to participate in the Program, in accordance with the Program’s terms.
2. Nothing in the Program is subject to the grievance procedure set forth in the Agreement.
3. A Nurse who has been approved for, and is participating in, an advanced level under the Program will receive an increase in her/his Appendix A, Section A, hourly rate of pay under the Agreement, equal to the applicable amount set forth below for the Nurse’s Clinical Ladder level:

RN I	\$1.75
RN II	\$3.00
RN III	\$5.00
RN IV	\$6.00

4. In addition to the above-listed increase in hourly rate of pay, Nurses approved for and participating at, the following shall be eligible for:

- a. Level I RNs 8 hours, Level II RNs 16 hours, Level III and Level IV RNs 32 hours additional paid educational leave annually.

- b. Level I RNs will receive up to one hundred and fifty (\$150.00), Level II RNs will receive up to three hundred dollars (\$300.00), Level III RNs will receive up to six hundred dollars (\$600.00), and Level IV RNs will receive up to seven hundred dollars

(\$700.00), in addition to whatever expense reimbursements they may otherwise qualify for, to defray the cost of registration and attendance in connection with the additional paid educational leave set forth in paragraph 4a. (The parties acknowledge that these dollars are allocated based on a calendar year and, if not used in a calendar year, the funds will not rollover into the next year.

5. The Medical Center shall provide two educational conferences, one between January –June 2016, (depending on speaker availability) and a second in 2018, for all registered nurses at Providence St. Vincent Medical Center. The conferences will be planned collaboratively by the Medical Center and the Clinical Ladder Board. Priority in registration and requests for release time will be given to Clinical Ladder Board members, followed by Clinical Ladder Program participants, after which open registration for any remaining seats and release time will be offered for all other nurses. Request for released time from work will be subject to the Medical Center's staffing needs. Clinical Ladder Program Participants will receive additional paid educational leave to attend this conference. Nurses attending the conference that are not program participants may apply their professional educational funds (if applicable), as set forth in the Collective Bargaining Agreement at Article XIV (Professional Development). If the Medical Center does not release a Clinical Ladder participant from work to attend the conference, the Nurse will, upon request, be given paid educational hours equivalent to the conference time, at a later date.

6. Clinical Ladder Board

- a. The Clinical Ladder Board ("the Board") will operate consistent with this Agreement and its charter (as enacted in March 2014 and revised April 27, 2015 to conform with this agreement). The charter will be developed by the Board. Should the Board desire to amend the charter, it will submit the amendments to the Medical Center and Association for formal approval.
- b. The Board will consist of up to 16 nurse members through 2015; up to 18 nurse members through 2016; and up to 20 nurse members thereafter. Board members will be Association members. Once each quarter, each nurse member will be compensated for his or her actual times spent in packet review meetings, up to a total of 32 hours per year. If such meetings are less than the length of the nurse's scheduled shift for that day, a Board member may return to work for the remainder of his or her shift, use PTO for the remainder of the shift, or take the remainder of the shift as unpaid leave. In addition, each Board member will receive a stipend of \$200 for each full quarter he or she acts as a Board member (\$300/quarter each for the Board Chair and Chair Elect), to reflect their time

spent attending other Program-related meetings, providing mentoring, and organizing Program-related trainings and conferences.

- c. The Board shall prepare the agenda and keep minutes of the meetings, copies of which shall be provided to the Chief Nurse Executive and a designated Clinical Ladder liaison from the Medical Center's management team and Association within two (2) weeks of each Board meeting. The minutes shall include a list of projects reviewed and approved by the Board each quarter.

7. Clinical Ladder Process Review Committee

- a. The parties agree to form a Clinical Ladder Process Review Committee ("the Committee") to review successes and challenges of the Program, and to resolve any individual concerns about the process, review topics for levels 3 and 4 projects, project results, and any other disputes that may arise under the Program.
- b. The Committee will consist of 2 members of the Board, the Medical Center's Chief Nursing Officer, one management representative chosen by the Medical Center, one Human Resources representative chosen by the Medical Center, and one Association representative or designee.
- c. The Committee will meet quarterly on the same day that the Clinical Ladder Board meets. The Committee will review the number of applicants, approvals and denials, and will discuss any potential issues (e.g., whether certain units are declining in participation). The results of the Committee meeting will be reported at the nearest Labor Management Task Force Committee Meeting.
- d. The Committee will meet within 14 days of a request from a nurse applicant, the Clinical Ladder Board, the Medical Center, or the Association, unless the parties agree to extend such deadline in writing. Such request for a meeting will describe the concern and the requested resolution. The Committee will respond to the concern in writing within 14 days of its meeting, unless the parties agree to extend such deadline in writing.
- e. The Committee may invite any nurse or nurse manager to its meeting if it determines that the nurse or nurse manager can provide information helpful to understanding an issue or concern, or that would help the Committee's decision-making process.

f. Any nurse who wishes to attend a meeting during open session may do so. Advance notice to the Committee is encouraged when possible. The Committee may at times hold an executive (closed) session which will not be open to nurses or managers, subject to subsection 7e., above. Executive (closed) sessions may be called in instances in which the Committee reviews an issue affecting an individual applicant.

g. The Committee will endeavor to make decisions by consensus. If it cannot reach consensus, decisions will be made by a majority vote of the voting members, which will be the two Clinical Ladder Board members, the Chief Nursing Officer, and the management representative.

h. Committee members will be paid for time spent in committee meetings, which hours will not be subject to the limitations in Section 6.b.

8. Four (4) 90 minute trainings for nurses interested in participating in the revised Program will be provided by up to six Clinical Ladder Board Members, who will be paid for the time spent in each training session, between ratification of this agreement and December 31, 2015.

9. The Program will remain in effect as currently agreed upon, except as modified by this Letter of Agreement or by subsequent agreement of the parties. Notwithstanding this provision, if the Clinical Ladder Board determines additional revisions to the clinical ladder packet (non-economic terms) are appropriate, the Board may request that the Medical Center and Association meet to review the Board's proposed changes. If the Association and the Medical Center mutually agree, the parties may modify the clinical ladder packet prior to July 1, 2018.

10. The Program will continue in effect, in accordance with this Letter of Agreement, through July 1, 2018. It will remain in effect from year to year thereafter unless either party notifies the other of its desire to terminate or modify it, by giving at least ninety (90) days written notice of termination to the other party and at least sixty (60) days written notice of termination to the Federal Mediation and Conciliation Service. Whether or not such notice is given, all provisions of this Agreement, including its No Strike/No Lockout article will remain in full force and effect in accordance with the terms of the Agreement.

For Oregon Nurses
Association

Patricia W. Wicks

Date

Kathleen Kew

MO

For Providence St. Vincent
Medical Center

Lin R

Date

6.15.2015

JP

APPENDIX C – STANDARDS OF BEHAVIOR

The Medical Center and the Association strongly support standards of behavior in the workplace that are consistent with the mission and core values of Providence Health System and with the ANA Code of Ethics. The parties support the enforcement of these standards with respect to all Medical Center employees and contractors, including managers, providers, and bargaining unit nurses. There is an inherent value in the observance of standards of behavior that create a culture where employees feel valued and patients are attended to with the utmost care and respect. Accordingly, the parties agree as follows:

A. Zero Tolerance. The parties agree to cooperate with each other to promote zero tolerance of hostile, violent or abusive behavior, consistent with existing contract provisions and Medical Center policies prohibiting intimidation and harassment.

B. Collaborative Work Environment. The parties agree to actively and cooperatively reinforce with bargaining employees and their managers the positive attributes that characterize and sustain a collaborative, professional workplace environment.

C. Reporting and Non-Retaliation. The Medical Center, in partnership with the Association, supports nurses individually addressing and reporting, if necessary, incidents that involve violations of the above-referenced standards of behavior. The parties will be diligent in assuring that no nurse will experience any retaliation for reporting such a violation.

APPENDIX D – OPERATING ROOM PROCEDURE

A. Nurses in the Main Operating Room.

1. The department will be staffed twenty-four (24) hours a day, with work schedules designed to provide care as needed. Start times generally are: 7 am, 9 am, and 11 am on day shifts, 3 pm on evening shifts, and 11 pm on night shifts. Nurses who have worked continuously in the operating room or the cardiac surgery unit since before January 1, 1980, will not be scheduled to work Sundays (except on standby) without their consent.

2. Main operating room nurses may be assigned to provide operating room procedures in any department or unit.

3. Changes in the assigned days off of part-time nurses may occur (a) when the nurse's scheduled shift or FTE status changes; (b) on a voluntary basis if agreed to by the Medical Center; or (c) in all other circumstances, on the basis of reverse seniority of the part-time nurses on the shift. If a nurse's assigned days off are changed under c and a vacancy occurs on the same shift with the same number of days per week within 90 days of the change, the nurse will be given the first opportunity to fill the vacancy. The preceding sentence will not apply to nurses who enter the main operating room on or after January 1, 1994.

4. Except as limited by subsection 1 above or as the result of volunteers, nurses will rotate to cover weekend shifts, usually not more than once every five to six weeks.

B. Cardiac Surgery Operating Room Nurses.

1. The cardiac surgery operating room unit will be staffed, with work schedules designed to provide care as needed. Nurses who have worked continuously in the operating room or the cardiac surgery operating room unit since before January 1, 1980, will not be scheduled to work Sundays (except on standby) without their consent.

2. Cardiac surgery operating room nurses will float to other cardiac operations departments and the main operating room, subject to the provisions of Article VIII, and perform prescribed duties as needed.

C. Operating Rooms Standby.

1. Main Operating Room Nurses who have been assigned a regular schedule of standby in any of the Medical Center's operating rooms for at least twenty (20) years as an RN or operating room technologist will be exempt from standby if they so choose before the schedule is prepared. If there are problems in covering standby or if the exemption of such 20-year nurses from standby results in an increase to the required standby shifts of the non-exempt nurses of greater than four (4) call shifts per call rotation schedule (6 weeks) over three call rotations periods (18 weeks), the Medical Center and Association will meet, upon request, to consider modification of the exemption in order to provide appropriate standby.

2. Nurses working in the Cardiac Surgery Operating Room, Cath Lab, Surgical Services Ophthalmology, Medical Procedures Unit, Pediatrics operating rooms and who have been assigned a regular schedule of standby in the one or more of these units for at least twenty (20) years as an RN or operating room technologist, may, when staffing levels permit, be allowed to be exempt from or to have a reduced mandatory standby obligation on their unit(s). The extent of the reduction or exemption will depend on the number of senior nurses on the unit and the unit's operating requirements, as determined by the Medical Center in collaboration with each unit's staffing committee. It is the intent of the parties that such reduction or exemption will not cause the other nurses on the affected unit to experience an increased standby obligation of more than one standby shift per standby schedule. The reduction/exemption may be rescinded if core staffing needs cannot be met.

3. Nurses on standby will be provided with beepers and will be expected to be able to arrive at work within thirty (30) minutes. Sleep rooms for use during non-working time while on standby are provided for those who want to remain in the Medical Center.

4. Standby hours may be "given away" to qualified staff with the prior approval of the Medical Center.

D. Overtime Waiver. Operating Room nurses, and Post Anesthesia Care nurses, when all of the work in the 24hour period is performed in the provision of post anesthesia care, may waive overtime under Article V, D.2 (or daily overtime under any applicable Nine-hour, Ten-hour, or Twelve-hour Schedule Agreement), by signing a form which provides for replacement of such waived overtime with overtime compensation for all consecutive hours worked in excess of eight (or nine, or ten, or twelve, if applicable,

under the Nine-hour, or Ten-hour, or Twelve-hour Schedule Agreements). Such waiver may be revoked upon 30 days' written notice to the Medical Center.

E. Resource Nurse Standby Requirements. Resource nurses hired on or after February 24, 2010 (the date of the ratification of the Resource Nurse Agreement) shall be subject to the standby requirements of Article V (H)(3). Resource nurses employed prior to February 24, 2010 will not be subject to the standby requirements in Article V (H)(3) but shall continue to fulfill the standby requirements which existed prior to February 24, 2010. This provision applies to resource nurses employed in the Cardiovascular Operating Room, Pediatrics Operating Room, Medical Procedures Unit, Surgical Services Ophthalmology, Cath Lab and Main Operating Room. Resource nurses will provide availability for standby based on the procedure/process determined by the department's scheduling practices, not to exceed the standby requirements applicable to regular full-time and part-time nurses.

APPENDIX E – HEALTH, DENTAL, AND VISION INSURANCE

The Medical Center and the Association agree that the nurses will participate in the medical, prescription, dental, and vision plans, as offered to the majority of the Medical Center's employees, provided, however, that the Medical Center agrees that the plan will have the following provisions in 2016:

Medical Benefit Design In Network

Plan Feature	Health Reimbursement Medical Plan	Health Savings Medical Plan
Annual deductible	\$1,150 per person \$2,300 max per family	\$1,500 employee only \$3,000 if covering dependents
Annual out-of-pocket maximum (does not include deductible)	\$2,150 per person \$4,300 per family	\$1,500 employee only \$3,000 if covering dependents
Preventive Care	No Charge	No Charge
Primary Care Provider visits (non-preventive)	PCP: \$20 copay Specialist: PH&S employed: 10% after deductible Other in-network: 20% after deductible	After deductible: PCP: 10% Specialist: PH&S employed: 10% after deductible Other in-network: 20% after deductible
Lab and x-ray	20% after deductible	20% after deductible
Alternative care (chiropractic, acupuncture)	20% after deductible Combined 12 visit limit per calendar year	20% after deductible Combined 12 visit limit per calendar year
Naturopathy	Covered as Specialist	Covered as Specialist
Behavioral health care providers	No Charge	20% after deductible
Outpatient hospital/surgery facility fees (except hospice, rehab)	PH&S: 10% after deductible Other in-network: 25% after deductible	PH&S: 10% after deductible Other in-network: 25% after deductible
Inpatient hospital facility	PH&S: 10% after deductible	PH&S: 10% after deductible

fees, including behavioral health	Other in-network: 25% after deductible	Other in-network: 25% after deductible
Hospital physician fees	PH&S: 10% after deductible Other in-network: 20% after deductible	PH&S: 10% after deductible Other in-network: 20% after deductible
Emergency room	\$250 copay (waived if admitted)	20% after deductible
Urgent Care	PH&S: 10% after deductible Other in-network: 20% after deductible	PH&S: 10% after deductible Other in-network: 20% after deductible
Maternity Preventive Care	No Charge	No charge
Pre-natal, Delivery, and Post-natal Provider Care	No Charge	No Charge (Delivery/Post-Natal: same as hospital stay)
Maternity Hospital Stay and Routine Nursery	PH&S: 10% after deductible Other in-network: 25% after deductible	PH&S: 10% after deductible Other in-network: 25% after deductible

Medical Premiums

The following are the premium contribution for the nurses for each pay period for a total of twenty four (24) pay periods for the year.

Level of Benefit	Health Reimbursement Medical Plan		Health Savings Medical Plan	
	2016	2017	2016	2017
Full Time				
Employee Only	\$11.50	5% of premium	\$0.00	\$0.00
Employee and child(ren)	\$22.50	8% of premium	\$11.00	Not to exceed 15% of premium
Employee and Spouse/Partner	\$30.50	8% of premium	\$19.00	Not to exceed 15% of premium
Employee and Family	\$42.00	8% of premium	\$30.00	Not to exceed 15% of premium

Part Time	2016	2017	2016	2017
Employee Only	\$24.00	10% of premium	\$12.00	Not to exceed 10% of premium
Employee and child(ren)	\$42.50	13% of premium	\$30.50	Not to exceed 20% of premium
Employee and Spouse/Partner	\$55.00	13% of premium	\$43.00	Not to exceed 20% of premium
Employee and Family	\$73.50	13% of premium	\$61.50	Not to exceed 20% of premium

Prescription Drugs

Plan Feature	Health Reimbursement (HRA) Medical Plan	Health Savings (HSA) Medical Plan
Providence Pharmacies (30-day supply)	Preventive: No Charge Generic: \$10 copay per Rx Formulary brand: 20% of cost (maximum cost is \$150 per Rx) after-deductible. Non-Formulary brand: 40% of cost (maximum cost is \$150 per Rx) after deductible Specialty 20% after deductible	Preventive: No Charge Generic: 10% after deductible Formulary brand: 20% (maximum cost is \$150 per Rx) after deductible Non-formulary brand: 40% (maximum cost is \$150 per Rx) after deductible Specialty 20% after deductible
Other Retail: (30 day supply)	Preventive: No Charge Generic: \$10 copay per Rx Formulary brand: 30% of cost (maximum cost is \$150 per Rx) after-deductible. Non-Formulary brand: 50% of	Preventive: No Charge Generic: 10% after deductible Formulary brand: 30% (maximum cost is \$150 per Rx) after deductible Non-formulary brand: 50%

	cost (maximum cost is \$150 per Rx) after deductible Specialty 20% after deductible	(maximum cost is \$150 per Rx) after deductible Specialty 20% after deductible
Mail order (90 day supply)	Same as Providence and retail	Same as Providence and retail

Medical Savings Account

Nurses will have a choice of either a Health Reimbursement Account (HRA) or a Health Savings Account (HSA).

Plan Feature	Health Reimbursement Medical Plan	Health Savings Medical Plan
Contribution	\$700 Individual \$1400 Family	\$700 Individual \$1400 Family
Annual net deductible (deductible minus health incentive)	\$450 per person \$900 max per family	\$800 employee only \$1,600 if covering dependents
Annual out-of-pocket maximum (with deductible)	\$3,300 per person \$6,600 max per family	\$3,000 employee only \$6,000 if covering dependents

Any balance left in the Health Reimbursement Account (HRA) or the Health Savings Account (HSA) that is unused at the end of the plan year may be rolled over to the HRA or HSA account for the next plan year in accordance with the terms of the accounts or any applicable/required laws. If the nurse has been employed for at least five years with the Medical Center, he or she may use the money in the HRA upon termination of employment for purposes permitted by the plan. Nurses on an unpaid leave may also use the vested balance in the HRA to pay for COBRA premiums. Starting in 2016, HRA funds (those associated with the Health Reimbursement Medical Plan) will be available to cover eligible Providence employee dental and vision plan expenses, and not just HRA Medical Plan expenses. HRA funds deposited after Jan. 1, 2016, will no longer be available for use after termination from Providence unless enrolled in COBRA.

Coordination of Benefits. The plan provisions relating to the coordination of benefits will follow the provisions under the plan in 2013.

Dental

Plan Feature	Delta Dental PPO 1500		Delta Dental PPO 2000	
	PPO Dentist	Premier and Non-PPO Dentist	PPO Dentist	Premier and Non-PPO Dentist
Diagnostic and Preventative				
X-rays, Study Models Prophylaxis (cleaning), Periodontal Maintenance, Fissure Sealants, Topical Fluoride, Space Maintainers, Resin Restoration	No cost and no deductible.	20% of the cost and no deductible.	No cost and no deductible.	20% of the cost and no deductible.
Restorative				
Fillings, Stainless Steel Crowns, Oral Surgery (teeth removal) Denture Insertion Treatment of pathological conditions and traumatic mouth injuries	Deductible and 20% of the cost	Deductible and 30% of the cost	Deductible and 20% of the cost	Deductible and 30% of the Cost
General Anesthesia Intravenous Sedation	Deductible and 20% of the cost	Deductible and 30% of the cost	Deductible and 20% of the cost	Deductible and 30% of the Cost
Endodontics Pulpal and root canal treatment services: pulp exposure treatment, pulpotomy, apicoectomy	Deductible and 20% of the Cost	Deductible and 30% of the cost	Deductible and 20% of the cost	Deductible and 30% of the cost

Major				
Crowns, veneers or onlays, crown build ups, Post and core on endodontically treated teeth,	Deductible and 50% of the cost	Deductible and 50% of the cost	Deductible and 50% of the cost	Deductible and 50% of the cost
Dentures, Fixed partial dentures, (fixed bridges) inlays when used as a retainer, (fixed bridge) removable partial dentures, adjustment or repair to prosthetic appliance, Surgical placement or removal of implants	Deductible and 50% of the cost	Deductible and 50% of the cost	Deductible and 50% of the cost	Deductible and 50% of the cost
Annual Maximum that the plan pays	\$1,500 per person	\$1500 per person	\$2,000 per person	\$2000 per person
Annual Deductible Per person	\$50	\$50	\$50	\$50
Annual Deductible Family Maximum	\$150	\$150	\$150	\$150
Orthodontia	Not covered		50% after \$50 lifetime deductible \$2,000 lifetime maximum	

Dental Premiums

The following are the premium contribution for the nurses for each pay period for a total of twenty four (24) pay periods for the year.

Level of Benefit	Delta Dental PPO 1500		Delta Dental PPO 2000	
Full Time	2016	2017	2016	2017*
Employee Only	\$0.00	\$0.00	\$3.76	13% of premium
Employee and child(ren)	\$4.47	30% of premium	\$10.49	39% of premium
Employee and Spouse/Partner	\$7.45	30% of premium	\$14.98	39% of premium
Employee and Family	\$11.91	30% of premium	\$21.70	39% of premium
Part Time	2016	2017	2016	2017*
Employee Only	\$4.96	20% of premium	\$8.72	31% of premium
Employee and child(ren)	\$10.92	40% of premium	\$16.94	48% of premium
Employee and Spouse/Partner	\$14.89	40% of premium	\$22.42	48% of premium
Employee and Family	\$20.84	40% of premium	\$30.63	48% of premium

*Employee is responsible for the budget/premium cost for the Delta Dental PPO 2000 plan that exceed the subsidy provided for the Delta Dental PPO 1500 plan.

Vision

Plan Feature	Vision Service Plan Network Providers
Eye Exam (every 12 months)	\$15.00 co-pay
Prescription Lenses (every 12 months)	

Single vision, lined bifocal and lined trifocal lenses	Covered in Full
Progressives, photochromic lenses, blended lenses, tints, ultraviolet coating, scratch-resistant coating and anti-reflective coating	Covered in Full
Polycarbonate lenses for dependent children	Covered in Full
Frame (every 24 Months)	\$120 and then 20% off any additional cost above \$120.
Contact Lens (every 12 months)	\$200 in lieu of prescription glasses

The \$200 allowance applies to the cost of your contacts and the contact lens exam (fitting and evaluation) provided the nurse does not purchase glasses.

Vision Premiums.

The following are the premium contribution for the nurses for each pay period for a total of twenty four (24) pay periods for the year.

Level of Benefit		
Full Time	Plan Year 2016	Plan Year 2017
Employee Only	\$3.11	50% of premium
Employee and child(ren)	\$5.60	50% of premium
Employee and Spouse/Partner	\$6.72	50% of premium
Employee and Family	\$9.33	50% of premium
Part Time	Plan Year 2016	Plan Year 2017
Employee Only	\$4.98	80% of premium
Employee and child(ren)	\$8.96	80% of premium
Employee and Spouse/Partner	\$9.96	80% of premium
Employee and Family	\$14.93	80% of premium

Working Spouse Surcharge: The nurses will participate in the working spouse surcharge on the same basis as the majority of the Medical Center's non-represented employees as follows:

If the nurse's spouse has access to a medical plan through his or her employer, but waives that coverage and instead enrolls in a Providence medical plan, a \$150 monthly surcharge will apply. The surcharge will be deducted on a pre-tax basis in \$75 increments twice a month. The surcharge will not apply if the nurse's spouse:

- Does not have coverage through his or her employer
- Is enrolled in his or her employer's plan and a Providence plan (as secondary coverage)
- Is enrolled in Medicare, Medicaid, Tricare or Tribal health insurance (and is their only other coverage)
- Is a Providence benefits-eligible employee
- Has employer-provided medical coverage with an annual out-of-pocket maximum greater than \$6,250 for employee-only coverage and \$12,500 if covering dependents.

LETTER OF AGREEMENT ON TASK FORCE FOR HEALTH INSURANCE

The parties acknowledge and agree that there is a shared interest in engaging employees in their own health and the impact of their health management on the insurance program offered by the Medical Center. Toward that end, the Medical Center will form a Task Force on Health Insurance.

The purpose of this committee is to review relevant data and provide input and recommendations to the Medical Center as to whether the insurance program is achieving the goal of improved wellness of employees and reduction in associated costs. The work of the Task Force could also include, e.g, an assessment of whether the anticipated cost increases were realized, whether there are plan design elements that might positively affect the cost of the most common diseases or reasons for utilization, etc. This Task Force will jointly make recommendations for plan design. The Task Force will not, however, have the authority to negotiate or to change the terms of the contract.

The Medical Center agrees that it will include 2 nurses selected by the Association and one representative from the Association to review the medical insurance provided by the Medical Center. The Task Force will meet at least quarterly, and the nurse members will be paid for attendance at the Task Force meetings.

The parties further agree that if the Medical Center creates a regional committee or task force (that is created to include employees at multiple Providence facilities in Oregon), the representatives on the Medical Center's Task Force will be included in that regional Task Force.

NINEHOUR SCHEDULE AGREEMENT

PROVIDENCE ST. VINCENT MEDICAL CENTER FOR REGISTERED NURSES

1. I have requested the workweek known as the 9hour schedule.
2. I understand and acknowledge that in place of Article VC of the current Agreement between Providence St. Vincent Medical Center (the Medical Center) and Oregon Nurses Association (Association), I will be paid at one and one-half (1 1/2) times my regular straight-time hourly rate of pay, in accordance with the Medical Center's normal overtime procedures, for all hours worked in excess of:
 - a. Nine (9) hours in each day which is defined as a period commencing at the beginning of a nurse's shift and terminating twenty-four (24) hours later; or
 - b. Thirty-six (36) hours every workweek of seven (7) consecutive days.
3. This request, once approved by the Medical Center, will continue until either I or the Medical Center gives notice in writing to terminate it at least 30 days in advance.
4. At any time that there is a mutual agreement between the Medical Center and me, I can elect to change my work schedule.

APPROVED:

For Providence St. Vincent Medical Center

Signature of employee

Date:

Employee #:

cc: Employee
Employee's File

TENHOUR SCHEDULE AGREEMENT

PROVIDENCE ST. VINCENT MEDICAL CENTER FOR REGISTERED NURSES

1. I have requested the workweek known as the 10hour schedule.
2. I understand and acknowledge that, in place of Article VC of the current Agreement between Providence St. Vincent Medical Center (the Medical Center) and Oregon Nurses Association (Association), I will be paid at one and one-half (1 1/2) times my regular straight-time hourly rate of pay, in accordance with the Medical Center's normal overtime procedures, for all hours worked in excess of:
 - a. Ten (10) hours in each day which is defined as a period commencing at the beginning of a nurse's shift and terminating twenty-four (24) hours later; or
 - b. Forty (40) hours in each workweek of seven (7) consecutive days.
3. This request, once approved by the Medical Center, will continue until either I or the Medical Center gives notice in writing to terminate it at least 30 days in advance.
4. At any time that there is a mutual agreement between the Medical Center and me, I can elect to change my work schedule.

APPROVED:

For Providence St. Vincent Medical Center

Signature of employee

Date:

Employee #:

cc: Employee
Employee's File

TWELVE-HOUR SCHEDULE AGREEMENT

PROVIDENCE ST. VINCENT MEDICAL CENTER FOR REGISTERED NURSES

1. I have requested the workweek known as the 12hour schedule. Under this schedule, the normal work day shall consist of 12 hours work per day within 12 1/2 consecutive hours, with a work schedule based on three 12hour days per week.

2. I understand and acknowledge that in place of Article VC of the current Agreement between Providence St. Vincent Medical Center (the Medical Center) and Oregon Nurses Association (Association), I will be paid at one and one-half (1-1/2) times my regular straight-time hourly rate of pay, in accordance with the Medical Center's normal overtime procedures, for all hours worked in excess of:

a. 12 hours in each day which is defined as a period commencing at the beginning of a nurse's shift and terminating 24 hours later; or

b. 36 hours every workweek of seven (7) consecutive days.

3. This request, once approved by the Medical Center, will continue until either I or the Medical Center gives notice in writing to terminate it at least 30 days in advance.

4. At any time that there is a mutual agreement between the Medical Center and me, I can elect to change my work schedule

APPROVED:

For Providence St. Vincent Medical Center

Signature of employee

Date:

Employee #:

cc: Employee
Employee's File

LETTER OF AGREEMENT: RESOURCE NURSES

Providence St. Vincent Medical Center ("the Medical Center") and Oregon Nurses Association ("Association") agree to the following provisions:

1. Within 45 days following the February 24, 2010 ratification vote incorporating Resource nurses into the parties' Collective Bargaining Agreement, nurses completed and submitted information on a mutually-agreed form to confirm his/her employment and experience for purposes of determining seniority as set forth in Article XVIII, A.1.a. and placement on the wage scale according to the provisions below, respectively. Once confirmed by the Medical Center, that information was used to calculate seniority and placement on the wage scale, and once the calculation was confirmed with the Association, and that initial seniority calculation and placement on the wage scale cannot be the basis for any future grievance.

2. On or before the pay period 90 days following the February 24, 2010 ratification vote incorporating Resource nurses into the parties' Collective Bargaining Agreement, the Medical Center placed each then currently employed resource nurse on the wage scale set forth in Appendix A, section A, paragraph 1, with credit given for the nurse's year of experience as an registered nurse in acute care in accordance with Appendix A (including section A, paragraph 3), as follows:

Type of Position	Years of Experience	Step on the Wage Scale
Full-time	1	1
Part-time	1	1
Resource	3 ^{^^}	1

^{^^}For nurses who have worked at the Medical Center as a resource nurse between 2002 and 2010, the Medical Center will total the hours worked during that time and divide by 936, to determine the years of experience for determining placement on the wage scale (provided however that this process did not result in more than 8 years credit for any one nurse).

Notwithstanding the prior paragraph regarding placement on the wage scale and the application of Appendix A, section A, paragraph 3, the Medical Center will place Resource

Nurses who were employed as of the date of ratification and who had twenty or more years of acute care experience at Step 20 (and only at Step 20). This progression to Step 20 without the application of the provisions of Appendix A, section A, paragraph 3.c was permitted only for those nurses who had such years of experience *as of February 24, 2012 (the date of ratification)*. Thereafter, all of the provisions of Appendix A, section A, paragraph 3 apply to all movement in the wage scale.

If a resource nurse would have been paid higher than the wage rate determined by the process above plus the differential in paragraph 4, the Medical Center “red circled” the resource nurse at his/her current wage rate (as of the time of ratification). The resource nurse must remain at that wage rate until the wage rate determined by the process outlined above plus the differential is higher than his/her current wage.

3. Newly hired nurses will be placed on the wage scale in accordance with Appendix A, paragraph B.5.

4. After placement on the wage scale in Appendix A (as specified in paragraph 2 and 3), a resource nurse will be paid a differential of \$4.00 per hour in lieu of receiving vacation/PTO, EIT, and insurance benefits.

5. Resource nurses will be compensated for standby time as outlined in Appendix A, section D and subject to the requirements of Art V.H and Appendix D.

6. The extra shift provisions of Appendix A, section E will apply to resource nurses when a resource nurse works an extra shift of at least 4 hours, at the Medical Center’s request, after having worked 36 hours in that same week.

7. The provisions of the Letter of Agreement: Clinical Ladder will apply to a resource nurse only if the resource nurse worked at least 1,150 hours in the twelve months immediately preceding his or her application (initial and renewal) to the clinical ladder program. A resource nurse’s first 200 hours not worked due to low census are considered to be “hours worked” for purposes of this section.

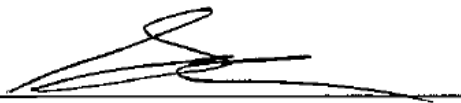
8. Nurses will progress on the wage scale as set forth in Appendix A, section A, on their respective anniversary dates (which means the seniority date determined by Article XVIII.A.1.a in paragraph 1 above for each resource nurse).

9. Beginning January 1, 2016, resource nurses who work at least 800 hours in a calendar year will receive a one-time cash bonus equal to one dollar and twenty-five cents (\$1.25) for each hour worked, payable the first full pay period in January the following year. The resource nurse must still be employed by the Medical Center when the bonus becomes payable to receive it.

OREGON NURSES ASSOCIATION

PROVIDENCE ST VINCENT MEDICAL
CENTER

BY:



DATE:

6/29/16

BY:



DATE:

6.29.2016

LETTER OF AGREEMENT ON HIRING PREFERENCES FOR OTHER PROVIDENCE NURSES

The parties recognize and agree that it is a unique experience to work in Oregon as a nurse in an acute-care facility that adheres to the mission and core values of Providence. In recognition of this unique experience, the Medical Center agrees that nurses who are otherwise in good standing with a separate Providence employer in Oregon and who have been laid off from such employment within the prior six months and who apply for an open position will be hired over other external applicants, provided that the Medical Center determines in good faith that such nurse is qualified for the job.

For purposes of this Letter of Agreement, “good standing” includes: (1) the nurse has not received any corrective action within the previous two years; (2) the nurse has not received an overall score of “needs improvement” or lower at any time in the last two years; and (3) that the nurse has not engaged in any behaviors or misconduct that would have reasonably resulted in corrective action following the announcement of the layoff provided that such behaviors or misconduct is documented in writing in the nurse’s personnel file and communicated in writing to the nurse.

In any case where there are more qualified applicant nurses from other Providence employers than there are open positions at the Medical Center, the Medical Center will select the nurse with the earliest Providence hire date, unless another nurse is substantially better qualified.

This agreement will only be honored for Providence nurses with a different Providence employer when a similar agreement with regards to hiring exists in the association contract if any of that nurse’s former Providence employer.

LETTER OF AGREEMENT – HEALTH CARE UNIT RESTRUCTURING

The parties recognize that the Health Care Industry is now undergoing an unprecedented level of change, due in part to the passage and implementation of the Affordable Care Act. One possible effect of that change is that employers throughout the industry are considering how best to restructure their care delivery models to best provide affordable health care to their patients and communities. This may include the moving or consolidation of health care units from one employer to another, including to this Medical Center. In an effort to minimize disruption to the delivery of patient care and to ease the way of groups of new nurses who may be joining the Medical Center, the parties agree as follows:

A. A health care unit restructure is defined as the moving or consolidation of an existing health care unit or units from another employer (either from another Providence employer or from outside Providence) to the Medical Center campus as defined in this Agreement.

B. In the event of a health care unit restructure, the Medical Center will, if possible, give the Association 30 days' notice to allow adequate time to discuss concerns and transition plans and bargain over any items not addressed in this Letter of Agreement or in the parties' collective bargaining agreement. If the Medical Center cannot, in good faith, give 30 days' notice, it will give the Association as much notice as is practicable.

C. The Medical Center will determine the number of positions that the restructured health care unit or units will have.

D. In the event of a health care unit restructure, the nurses joining the Medical Center from the other employer(s) will have their seniority calculated in accordance with Article XVIII as if they had worked at the Medical Center. To the extent that such nurses do not have a record of hours worked, the parties will meet to agree upon a system to calculate the nurses' seniority based on the other employer's existing seniority system (if any), an estimate of hours worked, or on the nurses' years worked for the other employer. The Association may revoke this Paragraph (D) regarding seniority if the other employer does not offer a similar agreement or policy with regard to health care unit restructuring with regard to giving Medical Center nurses, hired by the other employer in the event of a health care unit restructure, reciprocal seniority.

E. If new positions result from the restructure, nurses from the unit or units affected by the restructure will be given the first opportunity to apply for those newly created positions. The job bidding and posting processes for such position will be worked out by the Association and the Medical Center, but will generally adhere to the seniority and job posting provisions of

Article XVIII – Seniority. Any positions not filled by nurses from within that unit will then be posted and offered to other Medical Center nurses consistent with Article XVIII.

F. If there are any position reductions or eliminations within the affected unit within six (6) months of such restructure, Article XIX – Reduction in Force will apply, subject to the following exceptions:

1. Any layoff will take place first among any nurses hired following the restructure and who are still in their probationary period, followed by those nurses who joined the Medical Center under the provisions of this Letter of Agreement, then finally among nurses who were employed by the Medical Center at the time of the restructure.

2. Any nurse who joined the Medical Center as part of the restructure and who is displaced is not eligible to displace or “bump” any nurse who was employed by the Medical Center at the time of the restructure.

H. Nurses’ wage rates will be set in accordance with the provisions of Appendix A, including the provisions regarding experience and placement on wage steps. If as a result a newly hired nurse would be paid a rate less than he/she was paid at the nurse’s prior employer, the Medical Center will meet with ONA to discuss options, with consideration given to both the economic impact on the nurse and internal equity among the wage rates for existing nurses in the bargaining unit. All differentials will be paid to the nurse in accordance with Appendix A of the parties’ collective bargaining agreement. If a nurse coming to the Medical Center from another employer is then currently on a similar clinical ladder program, the nurse may apply for placement on the closest corresponding step on the Medical Center’s clinical ladder program, based on the Medical Center’s clinical ladder application schedule.

I. Consistent with Article XVIII(G), any nurses who join the Medical Center as part of a unit restructure will be ineligible to transfer to other positions within the Medical Center for a period of six (6) months.

J. This Agreement will only be binding for Providence nurses with a different Providence employer when a similar agreement with regard to health care unit restructuring exists between the Association and the other Providence employer.

LETTER OF AGREEMENT: 4:00 P.M. TO 4:00 A.M. SHIFTS

The parties agree that, for the duration of this agreement, should the Medical Center create and post additional 4:00 p.m. to 4:00 a.m. shifts at any time after ratification of this agreement, any nurse in this assigned shift will be paid an annual bonus on the pay period following December 31st, of \$500.

LETTER OF AGREEMENT: STANDBY EXPANSION

1. As a pilot project for the length of the current contract, the Medical Center may implement voluntary scheduled standby in the critical care cluster. The Medical Center will notify the Association before establishing voluntary scheduled standby in a unit without voluntary scheduled standby and will bargain upon request. Voluntary scheduled standby will be compensated in accordance with Appendix A(D).

2. The Medical Center and the Association will work with Labor and Delivery nurses through the Labor and Delivery Unit Based Staffing Committee to discuss the circumstances under which standby could be reasonably implemented to support the Labor and Delivery OR during hours when other OR staffing resources are less available for such support. This work will focus on:

- 1) the roles and skill mix of other OR team members for such standby,
- 2) training and education for Labor and Delivery nurses not currently competent in the Scrub role,
- 3) the plan for maintenance of the above competency after its initial demonstration by Labor and Delivery nurses,
- 4) the timeframe of transition,
- 5) callback report time for current Labor and Delivery nurses.

The Medical Center and the Association agree that no Labor and Delivery nurse will be scheduled for standby without having first demonstrated competency for the roles to which the nurse may be assigned, and that sufficient nurses will demonstrate the needed competencies before standby implementation such that the burden on Labor and Delivery nurses will not exceed eight hours per four week schedule.

OREGON NURSES ASSOCIATION

PROVIDENCE ST VINCENT MEDICAL
CENTER

BY:

BY:

DATE:

DATE:

MEMORANDUM OF UNDERSTANDING

Providence St. Vincent Medical Center and Oregon Nurses Association hereby agree as follows:

Any nurse employed by the Medical Center in 2006 to whom the wage adjustment agreement for steps 10, 15, 20, 21 or 22 of the parties' Collective Bargaining Agreement of that year should have applied but who did not receive such adjustment, will be credited with such adjustment (not including retroactivity) upon notifying the Medical Center that they qualified but did not receive the adjustment.

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REFERENCE GUIDE TO OREGON'S NURSE STAFFING LAW

HOSPITAL NURSE STAFFING COMMITTEES

SECTION 1. (1)(a) For each hospital there shall be established a hospital nurse staffing committee. Each committee shall:

(A) Consist of an equal number of hospital nurse managers and direct care staff;

(B) For that portion of the committee composed of direct care staff, consist entirely of direct care registered nurses, except for one position to be filled by a direct care staff member who is not a registered nurse and whose services are covered by a written hospital-wide staffing plan that meets the requirements of ORS 441.162; and

(C) Include at least one direct care registered nurse from each hospital nurse specialty or unit.

(b) If the direct care registered nurses who work at a hospital are represented under a collective bargaining agreement, the bargaining unit shall conduct a selection process by which the direct care registered nurses who work at the hospital select the members of the committee who are direct care registered nurses.

(c) If the direct care staff member who is not a registered nurse who works at a hospital is represented under a collective bargaining agreement, the bargaining unit shall use the selection process conducted pursuant to paragraph (b) of this subsection to select that member of the committee.

(d) If the direct care registered nurses who work at a hospital are not represented under a collective bargaining agreement, the direct care registered nurses belonging to a hospital nurse specialty or unit shall select each member of the committee who is a direct care registered nurse from that specialty or unit.

(2) A hospital nurse staffing committee shall develop a written hospital-wide staffing plan in accordance with ORS 441.162. The committee's primary goals in developing the staffing plan shall be to ensure that the hospital is staffed to meet the health care needs of patients.

The committee shall review and modify the staffing plan in accordance with section 5 of this 2015 Act.

(3) A majority of the members of a hospital nurse staffing committee constitutes a quorum for the transaction of business.

(4) A hospital nurse staffing committee shall have two cochair. One cochair shall be a hospital nurse manager elected by the members of the committee who are hospital nurse managers and one cochair shall be a direct care registered nurse elected by the members of the committee who are direct care staff.

(5)(a) A decision made by a hospital nurse staffing committee must be made by a vote of a majority of the members of the committee. If a quorum of members comprises an unequal

number of hospital nurse managers and direct care staff, only an equal number of hospital nurse managers and direct care staff may vote.

(b) If the committee is unable to reach an agreement on the staffing plan, either cochair of the committee may invoke a 30-day period during which the committee shall continue to develop the staffing plan. During the 30-day period, the hospital shall respond in a timely manner to reasonable requests from members of the committee for data that will enable the committee to reach a resolution. If at the end of the 30-day period, the committee remains unable to reach an agreement on the staffing plan, one of the cochairs shall notify the Oregon Health Authority of the impasse.

(c) Upon receiving notification under paragraph (b) of this subsection, the authority shall provide the committee with a mediator to assist the committee in reaching an agreement on the staffing plan. Mediation conducted under this paragraph must be consistent with the requirements for implementing and reviewing staffing plans under section 5 of this 2015 Act and ORS 441.162.

(d) If the committee is unable to reach an agreement on the staffing plan after 90 days of mediation, the authority may impose a penalty against the hospital as described in ORS 441.170.

(6) A hospital nurse staffing committee shall meet:

(a) At least once every three months; and

(b) At any time and place specified by either cochair.

(7)(a) Subject to paragraph (b) of this subsection, a hospital nurse staffing committee meeting must be open to:

(A) The hospital nursing staff as observers; and

(B) Upon invitation by either cochair, other observers or presenters.

(b) At any time, either cochair may exclude persons described in paragraph (a) of this subsection from a committee meeting for purposes related to deliberation and voting.

(8) Minutes of hospital nurse staffing committee meetings must:

(a) Include motions made and outcomes of votes taken;

(b) Summarize discussions; and

(c) Be made available in a timely manner to hospital nursing staff and other hospital staff upon request.

(9) A hospital shall release a member of a hospital nurse staffing committee described in subsection (1)(a) of this section from the member's assignment, and provide the member with paid time, to attend committee meetings.

NURSE STAFFING ADVISORY BOARD

SECTION 2. (1)(a) The Nurse Staffing Advisory Board is established within the Oregon Health Authority, consisting of 12 members appointed by the Governor. (b) Of the 12 members of the board:

(A) Six must be hospital nurse managers;

(B) Five must be direct care registered nurses who work in hospitals; and

(C) One must be either a direct care registered nurse who works in a hospital or a direct care staff member who is not a registered nurse and whose services are covered by a written hospital-wide staffing plan that meets the requirements of ORS 441.162.

(c) To the extent practicable, board members shall be appointed to ensure that the board is represented by members from hospitals where direct care staff are represented under a collective bargaining agreement and hospitals where direct care staff are not represented by a collective bargaining agreement and by hospitals of different sizes, types and geographic location.

(d) The term of office of each board member is three years, but a member serves at the pleasure of the Governor. Before the expiration of the term of a member, the Governor shall appoint a successor whose term begins January 1 next following. A member is eligible for reappointment, but may not serve more than two consecutive terms. If there is a vacancy for any cause, the Governor shall make an appointment to become immediately effective for the unexpired term.

(2) The board shall:

(a) Provide advice to the authority on the administration of ORS 441.162 to 441.170;

(b) Identify trends, opportunities and concerns related to nurse staffing;

(c) Make recommendations to the authority on the basis of those trends, opportunities and concerns; and

(d) Review the authority's enforcement powers and processes under sections 9, 10 and 11 of this 2015 Act.

(3)(a) Upon request, the authority shall provide the board with written hospital-wide staffing plans implemented under ORS 441.162, reviews conducted under section 5 of this 2015 Act, information obtained during an audit under section 9 of this 2015 Act and complaints filed and investigations conducted as described in section 10 of this 2015 Act. (b) The authority may not provide the board with any information under paragraph (a) of this subsection that is identifiable with a specific hospital unless the information is publicly available.

(c) Hospital-wide staffing plans provided to the board under this section are confidential and not subject to public disclosure.

(4) A majority of the members of the board constitutes a quorum for the transaction of business.

(5) The board shall have two cochairers selected by the Governor. One cochair shall be a hospital nurse manager and one cochair shall be a direct care registered nurse.

(6) Official action by the board requires the approval of a majority of the members of the board.

(7) The board shall meet:

(a) At least once every three months; and

(b) At any time and place specified by the call of both cochairers.

(8) The board may adopt rules necessary to for the operation of the board.

(9) The board shall submit a report on the administration of ORS 441.162 to 441.170 in the manner provided in ORS 192.245 to an interim committee of the Legislative Assembly related to health no later than September 15 of each year. The board may include in its report recommendations for legislation.

(10) Members of the board are not entitled to compensation, but may be reimbursed for actual and necessary travel and other expenses incurred by them in the performance of their official duties in the manner and amounts provided for in ORS 292.495. Claims for expenses shall be paid out of funds appropriated to the authority for purposes of the board. SECTION 3. Notwithstanding the term of office specified by section 2 of this 2015 Act, of the members first appointed to the Nurse Staffing Advisory Board:

(1) Four shall serve for a term ending January 1, 2017;

(2) Four shall serve for a term ending January 1, 2018; and

(3) Four shall serve for a term ending January 1, 2019.

STAFFING PLANS

SECTION 4. ORS 441.162 is amended to read:

441.162. (1) Each hospital shall implement the written hospital-wide staffing plan for nursing services that has been developed and approved by the hospital nurse staffing committee under section 1 of this 2015 Act (2) The staffing plan:

(a) Must be based on the specialized qualifications and competencies of the nursing and provide for the skill mix and level of competency necessary to ensure that the hospital is staffed to meet the health care needs of patients;

(b) Must be based on a measurement of hospital unit activity that quantifies the rate of admissions, discharges and transfers for each hospital unit and the time required for a direct care registered nurse belonging to a hospital unit to complete admissions, discharges and transfers for that hospital unit;

(c) Must be based on total diagnoses for each hospital unit and the nursing staff required to manage that set of diagnoses;

(d) Must be consistent with nationally recognized evidence-based standards and guidelines established by professional nursing specialty organizations;

(e) Must recognize differences in patient acuity;

(f) Must establish minimum numbers of nursing staff, including licensed practical nurses and certified nursing assistants, required on specified shift], provided that at least one registered nurse and one other nursing staff member is on duty in a unit when a patient is present;

(g) Must include a formal process for evaluating and initiating limitations on admission or diversion of patients to another hospital when, in the judgment of a direct care registered nurse or a nurse manager, there is an inability to meet patient care needs or a risk of harm to patients;

(h) Must consider tasks not related to providing direct care, including meal breaks and rest breaks; and

(i) May not base nursing staff requirements solely on external benchmarking data.

(3) A hospital must maintain and post a list of on-call nursing staff or staffing agencies to provide replacement nursing staff in the event of a vacancy. The list of on-call nursing staff or staffing agencies must be sufficient to provide for replacement nursing staff. (4)(a) An employer may not impose upon unionized nursing staff any changes in wages, hours or other terms and conditions of employment pursuant to a staffing unless the employer first provides notice to and, [on] upon re-request, bargains with the union as the exclusive collective bargaining representative of the nursing staff in the bargaining unit.

(b) A staffing plan does not create, preempt or modify a collective bargaining agreement or require a union or employer to bargain over the staffing plan while a collective bargaining agreement is in effect. SECTION 5. (1) A hospital nurse staffing committee established pursuant to section 1 of this 2015 Act shall review the written hospital-wide staffing plan developed by the committee under ORS 441.162:

(a) At least once every year; and

(b) At any other date and time specified by either cochair of the committee.

(2) In reviewing a staffing plan, a hospital nurse staffing committee shall consider:

(a) Patient outcomes;

(b) Complaints regarding staffing, including complaints about a delay in direct care nursing or an absence of direct care nursing;

(c) the number of hours of nursing care provided through a hospital unit compared with the number of patients served by the hospital unit during a 24-hour period;

(d) The aggregate hours of mandatory overtime worked by the nursing staff;

(e) The aggregate hours of voluntary overtime worked by the nursing staff;

(f) The percentage of shifts for each hospital unit for which staffing differed from what is required by the staffing plan; and

(g) Any other matter determined by the committee to be necessary to ensure that the hospital is staffed to meet the health care needs of patients.

(3) Upon reviewing a staffing plan, a hospital nurse staffing committee shall:

(a) Report whether the staffing plan ensures that the hospital is staffed to meet the health care needs of patients; and

(b) Modify the staffing plan as necessary to ensure that the hospital is staffed to meet the health care needs of patients.

SECTION 5a. (1) For purposes of this subsection, “epidemic” means the occurrence of a group of similar conditions of public health importance in a community or region that are in excess of normal expectancy and that are from a common or propagated source. (2) Notwithstanding ORS 441.162 and section 5 of this 2015 Act, a hospital is not required to follow a written hospital-wide staffing plan developed and approved by the hospital nurse staffing committee under section 1 of this 2015 Act upon the occurrence of a national or state emergency requiring the implementation of a facility disaster plan, or upon the occurrence of sudden unforeseen adverse weather conditions or an infectious disease epidemic suffered by hospital staff.

(3) Upon the occurrence of an emergency circumstance not described in subsection (2) of this section, either cochair of the hospital nurse staffing committee may require the hospital nurse staffing committee to meet to review and potentially modify the staffing plan in response to the emergency circumstance.

REPLACEMENT STAFF

SECTION 6. ORS 441.166 is amended to read:

441.166. (1) For purposes of this section, “nursing staff” includes registered nurses, licensed practical nurses, certified nursing assistants and other hospital nursing staff members as defined by the Oregon Health Authority by rule.

(2) When a hospital learns about the need for replacement staff, the hospital shall make every reasonable effort to nursing staff for unfilled hours or shifts before requiring nursing staff member to work overtime.

(3)(a) Except as provided in subsection (4) of this section, a hospital may not require nursing staff member to work:

(A) Beyond the agreed-upon and prearranged shift, regardless of the length of the shift;

(B) More than 48 hours in any hospital-defined work week; [or]

© More than 12 hours in a 24-hour period

(D) During the 10-hour period immediately following the 12th hour worked during a 24-hour period.

(b) For purposes of paragraph (a)(D) of this subsection, a nursing staff member begins to work when the nursing staff member begins a shift.

(4) A hospital may require an additional hour of work beyond the work authorized under subsection (3) of this section if:

(a) A staff vacancy for the next shift becomes known at the end of the current shift; or

(b) There is a potential harm to an assigned patient if the nursing staff member leaves the assignment or transfers care to another nursing staff member.

(5) If a nursing staff member agrees to work overtime, the nursing staff member is accountable for the nursing staff member's competency in practice and is responsible for notifying the nursing staff member's supervisor when the nursing staff member's ability to safely provide care is compromised.

(6)(a) Time spent in required meetings or receiving education or training shall be included as hours worked for purposes of subsection (3) of this section.

(b) Time spent on call or on standby when nursing staff member is required to be at the premises of the employer shall be included as hours worked for purposes of subsection (3) of this section.

(c) Time spent on call but away from the premises of the employer may not be included as hours worked for purposes of subsection (3) of this section.

(7) If a nursing staff member believes that a hospital unit is engaging in a pattern of requiring direct care nursing staff to work overtime for nonemergency care, the nursing staff member may report that information to the hospital nurse staffing committee established for the hospital pursuant to section 1 of this 2015 Act. The hospital nurse staffing committee shall consider the information when reviewing the written hospital-wide staffing plan as required by section 5 of this 2015 Act.

(8) The provisions of this section do not apply to nursing staff needs:

(a) In the event of a national or state emergency or circumstances requiring the implementation of a facility disaster plan; or

(b) In emergency circumstances identified by the authority by rule.

HOSPITAL POSTINGS

SECTION 7. On each hospital unit, a hospital shall post a notice summarizing the provisions of ORS 441.162 to 441.170 in a place that is clearly visible to the public that includes a phone number for purposes of reporting a violation of the laws.

RECORDS

SECTION 8. A hospital shall keep and maintain records necessary to demonstrate compliance with ORS 441.162 to 441.170. For purposes of this section, the Oregon Health Authority shall adopt rules specifying the content of the records and the form and manner of keeping, maintaining and disposing of the records. A hospital must provide records kept and maintained under this section to the authority upon request.

ENFORCEMENT

SECTION 9. (1) For the sole purpose of verifying compliance with the requirements of ORS 441.162 to 441.170 and 441.192, the Oregon Health Authority shall audit each hospital in this state once every three years, at the time of conducting an on-site inspection of the hospital under ORS 441.025.

(2) When conducting an audit pursuant to this section, the authority shall:

(a) If the authority provides notice of the audit to the hospital, provide notice of the audit to the cochair of the hospital nurse staffing committee established pursuant to section 1 of this 2015 Act;

(b) Interview both cochair of the hospital nurse staffing committee;

(c) Review any other hospital record and conduct any other interview or site visit that is necessary to verify that the hospital is in compliance with the requirements of ORS 441.162 to 441.170 and 441.192; and

(d) Within 60 days after issuing an order requiring a hospital to implement a plan to correct a violation of ORS 441.162 to 441.170 or 441.192, conduct an investigation of the hospital to ensure compliance with the order.

(3) Following an investigation conducted pursuant to subsection (2) of this section, the authority shall provide in writing a report of the authority's findings to the hospital and the cochair of the hospital nurse staffing committee.

(4) The authority shall compile and maintain for public inspection an annual report of audits and investigations conducted pursuant to this section.

(5) The costs of audits required by this section may be paid out of funds from licensing fees paid by hospitals under ORS 441.020.

SECTION 10. (1) For purposes of ensuring compliance with ORS 441.162 to 441.170, the Oregon Health Authority shall:

(a) Within 60 days after receiving a complaint against a hospital for violating a provision of ORS 441.162 to 441.170, conduct an on-site investigation of the hospital; and

(b) Within 60 days after issuing an order requiring a hospital to implement a plan to correct a violation of ORS 441.162 to 441.170, conduct an investigation of the hospital to ensure compliance with the plan.

(2) When conducting an investigation of a hospital to ensure compliance with ORS 441.162 to 441.170, the authority shall, if the authority provides notice of the investigation to the hospital, provide notice of the investigation to the cochair of the hospital nurse staffing committee established pursuant to section 1 of this 2015 Act.

(3) Following an investigation conducted pursuant to this section, the authority shall provide in writing a report of the authority's findings to the hospital and the cochair of the hospital nurse staffing committee.

(4) When conducting an investigation of a hospital to ensure compliance with ORS 441.162 to 441.170, the authority may:

- (a) Take evidence;
- (b) Take the depositions of witnesses in the manner provided by law in civil cases;
- (c) Compel the appearance of witnesses in the manner provided by law in civil cases;
- (d) Require answers to interrogatories; and
- (e) Compel the production of books, papers, accounts, documents and testimony pertaining to the matter under investigation.

SECTION 11. The Oregon Health Authority shall post on a website maintained by the authority:

- (1) Reports of audits described in section 9 of this 2015 Act;
- (2) Any report made pursuant to an investigation of whether a hospital is in compliance with ORS 441.162 to 441.170;
- (3) Any order requiring a hospital to implement a plan to correct a violation of ORS 441.162 to 441.170;
- (4) Any order imposing a civil penalty against a hospital or suspending or revoking the license of a hospital pursuant to ORS 441.170; and
- (5) Any other matter recommended by the Nurse Staffing Advisory Board established under section 2 of this 2015 Act.