

Letter of Understanding

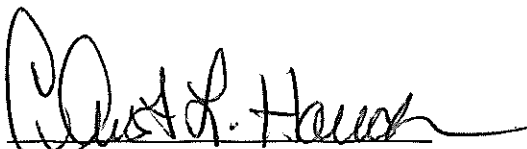
April 1, 2016 – September 30, 2016

Cardio-Vascular Surgery Team

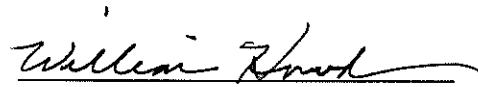
Letter of Understanding

Good Samaritan Regional Medical Center (Management) and Oregon Nurses Association (Union) agree to continue to trial a structure with the Cardio-Vascular Surgery team as outlined below for an additional twelve (12) months to continue to compile and measure metrics. Monthly check-ins will occur to make needed adjustments as agreed upon by Management and the Union.

1. The Cardio-Vascular Surgery Team will be a separate and closed department from the main operating room (OR). Cardio-Vascular (CV) surgical nurses will maintain a separate work and vacation schedule from the main OR. CV surgical nurses will not be scheduled in the main OR but have the option of floating to the main OR when not needed for cardiac cases or call.
2. Call must be self-scheduled and completely covered by the CV surgery team or it will be mandatorily assigned to members of the team.
3. All hours of call worked in excess of 80 hours per schedule period shall be paid at two (2) times the current on-call rate.
4. A guarantee of 85% of each CV surgical nurse's regularly scheduled hours (FTE) will be paid every pay period if the RN works less than 85%. For example, the RN works 80%, the RN will get paid for 85% of his/her FTE. If the RN works 90%, the RN gets paid for 90% of his/her FTE. A CV surgical nurse will be paid the his/her regular rate of pay when scheduled whether or not s/he works up to 85% of his/her regular hours (call back hours would apply towards the 85% but on-call hours would not). While the nurse is on his/her regular schedule, the nurse would not be placed on-call or be entitled to call pay but must remain available to work if needed for CV Surgery Team cases. The nurse would report to work for such cases and would not be entitled to time and one-half call-back pay during the nurses regularly scheduled hours.
5. CV surgical nurses are to be the OR team for any surgeries performed by the Cardio-Vascular surgeons. If there are no cases running, nurses may be assigned other CV surgery related duties.
6. Bi-monthly meetings to be held with Surgical Management representation, Union Representative, Bargaining Unit Chairperson and at least one (1) RN from the Cardio-Vascular Surgery team.



Christine Hauck – for the Union



William Howden – for the Medical Center