November 25, 2015

Memorandum of Agreement

between

Samaritan Lebanon Community Hospital and Oregon Nurses Association

Samaritan Lebanon Community Hospital (SLCH) and the Oregon Nurses Association (ONA) have mutually agreed to the following:

1) Change current language in the Collective Bargaining Agreement (CBA) Article 6, Section K, Line 26, which states, "Weekend. The period from 11 p.m. Friday to 11 p.m. Sunday."

   Effective immediately the CBA Article 6, Section K, Line 26, will read: "Weekend. The period from 7 p.m. Friday to 7 p.m. Sunday."

2) Create new language in the CBA under Article 12, Section A that currently reads:

   "A. Orientation. A nurse will receive an appropriate orientation to the Hospital and to the nursing unit assigned. The orientation will be based on the experience, qualifications, and expressed needs of the nurse and must be concluded before the nurse is counted in the staffing complement of the unit."

   Effective immediately the CBA Article 12, Section A, will read: "A. Orientation. A nurse will receive an appropriate orientation to the Hospital and to the nursing unit assigned. Orientation schedules are based on the learning needs of a nurse and the language in Article 7, Section G does not apply to such orienting nurses. A nurse who is partially oriented and is considered part of the core team would qualify for Article 7, Section G. The orientation will be based on the experience, qualifications, and expressed needs of the nurse and must be concluded (unless otherwise qualified as mentioned above) before the nurse is counted in the staffing complement of the unit. A nurse on orientation will not be scheduled consecutive weekends without their agreement since they do not quality for Article 7 section G."

For the Union:

Christine Hauck, ONA Labor Relations Representative
Lisa Logsdon, RN, B.U. Chair

Date

For the Hospital:

Scott Russell, Labor Relations Director
Wendie Wunderwald, RN, VP of Patient Care

Date