

1 **SIDE LETTER OF AGREEMENT**

2 **between**

3 **BAY AREA HOSPITAL**

4 **and**

5 **OREGON NURSES ASSOCIATION**

6
7 This Side Letter of Agreement is entered into between Bay Area Hospital (hereinafter
8 referred to as the "Hospital") and the Oregon Nurses Association (hereinafter referred to
9 as the "Union").

10
11 Whereas, Article 6.1 of the 2019-2021 Agreement states "Nurses shall not be scheduled
12 to rotate shifts nor shall the regular hours for beginning and terminating shifts be
13 modified without the nurse's consent." and;

14
15 Whereas, the parties recognize a need for clarification regarding a process for nurses to
16 consent to be scheduled for rotating shifts;

17
18 Therefore, the parties have reached the following Agreement, which shall be effective
19 October 1, 2019:

20
21 "Rotating Shifts" will be defined as a position or assignment which shall be scheduled
22 for a variety of start/stop times which may include day shift, evening shift, night shift or a
23 combination thereof.

24
25 The Hospital may post positions which shall include rotating shifts. Nurses who apply for
26 these positions are indicating their consent to work rotating shifts by virtue of their
27 application for the position.

28
29 The Hospital may seek to alter a current position to a rotating shift position and/or
30 assign rotating shifts for a limited period of time to a nurse currently filling a traditional
31 shift position by requesting their consent. The nurse's consent shall be documented in
32 writing and provided to the Union.

33

1 Rotating Shift positions shall be designated as an evening shift position for payroll
2 purposes to ensure that evening shift differential will be paid during PTO leave and
3 determining consecutive weekend work.

4
5 For patient safety, nurses working in a rotating shift position and/or assignment shall be
6 scheduled in such a way as to provide an adequate rest period. When a change
7 between evening to day shifts is made, there will be at least 24 hours between the start
8 of one shift and the start of the next shift. When a change between day to evening or
9 night shifts is made, there will be at least 24 hours between the start of one shift and the
10 start of the next shift. When a change between nights to day shifts is made, there will be
11 at least 36 hours between the start of one shift and the start of the next shift. These
12 parameters apply if the start and stop times of the rotating shifts will differ by more than
13 four hours.

14
15 This Side Letter of Agreement shall be deemed a part of and incorporated into the terms
16 and provisions of the current collective bargaining agreement.

17
18
19

20 BAY AREA HOSPITAL

OREGON NURSES ASSOCIATION

21
22 By: Brian Moore

By: Courtney Hebel

23 Dated: 9/30/2019

Dated: 9/26/19

24