SIDE LETTER OF AGREEMENT

between

BAY AREA HOSPITAL

and

OREGON NURSES ASSOCIATION

This Side Letter of Agreement is entered into between Bay Area Hospital (hereinafter referred to as the “Hospital”) and the Oregon Nurses Association (hereinafter referred to as the “Union”).

Whereas, Article 6.1 of the 2019-2021 Agreement states “Nurses shall not be scheduled to rotate shifts nor shall the regular hours for beginning and terminating shifts be modified without the nurse’s consent.” and;

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

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

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

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

The Hospital may seek to alter a current position to a rotating shift position and/or assign rotating shifts for a limited period of time to a nurse currently filling a traditional shift position by requesting their consent. The nurse’s consent shall be documented in writing and provided to the Union.
Rotating Shift positions shall be designated as an evening shift position for payroll purposes to ensure that evening shift differential will be paid during PTO leave and determining consecutive weekend work.

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

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

BAY AREA HOSPITAL

By: [Signature]
Dated: 9/30/2019

OREGON NURSES ASSOCIATION

By: [Signature]
Dated: 9/24/2019