

**Memorandum of Agreement
Oregon Nurses Association and Bay Area Hospital**

Whereas the the Oregon Nurses Association (ONA) and Bay Area Hospital (BAH)(hereinafter "parties") are parties to a collective bargaining agreement effective through June 30, 2018. This Side Letter of Agreement shall be deemed a part of and incorporated into the terms and provisions of the CBA currently in effect between the parties, and shall remain in effect and be added as a Memorandum of Agreement incorporated into the terms and provisions of the current CBA.

The parties agree to amend Article 2 section 5 as follows:

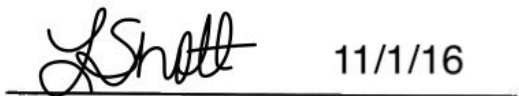
Section 5. Probationary Nurse. A newly hired nurse shall be on probationary status until the nurse has successfully completed no less than four hundred eighty (480) hours of work or ninety (90) calendar days of employment, whichever is longer, beginning with the nurse's most recent date of hire. The probationary period of a nurse evaluated as less than satisfactory may be extended by mutual agreement between the Hospital and the Association; the terms of which shall be specified in writing. During the probationary period, a nurse may be discharged without notice and without recourse to the grievance procedure.

a. Bargaining unit nurses who have completed the regular probationary period and are subsequently transferred to a different unit where different skill sets are required for the position will serve an evaluation period of up to four hundred eighty (480) hours of work in the new position. During this evaluation period in the new position, the nurse may be removed from the new position without recourse to the grievance procedure, provided, however, such nurse has received prior written notice of any failure to meet competencies required of other nurses in the unit and has been provided a reasonable period of time to meet such competencies or performance issues. In the event the transferred nurse is unsuccessful in the new position, the nurse

will be returned to his or her previous position, if such position is available. If such position is not available, the nurse may accept any available open position for which the nurse holds the qualifications and seniority, or transfer to the float pool with the FTE budgeted hours he or she previously held prior to the new position.



BAH

 11/1/16

ONA