LETTER OF AGREEMENT

BETWEEN

OREGON NURSES ASSOCIATION

AND

CASCADE HEALTH

Split Shift Duties for Back-Up Call Coverage

July 14, 2023

Whenever a regularly scheduled on-call position nurse is unavailable due to position vacancy, vacation, sickness, or other leave, two back-up call nurses may split the coverage of the vacant shift duties with each being paid a lump sum of $50. In these cases, one nurse will perform phone triage for all incoming calls. The other nurse will make any needed visits paid at time and one-half (1.5 times) the straight time rate of pay for hours worked including travel time. If one nurse prefers to cover the on-call shift alone, they would receive the full $100 lump sum. All other contractual provisions apply, including 8.11 Back-up Call Coverage and 9.16 Back-up Call Coverage Compensation.

This agreement is effective upon the next monthly schedule after signature and will be in place until June 30, 2025. If the parties agree, it may be inserted into the successor agreement as 8.11.4 Split Shift Duties.

Signed:

Tamara Gryte for Cascade Health
July 19, 2023

Gary Aguiar for Oregon Nurses Association
July 14, 2023