



# Letter of Agreement

Cascade Health (CH) and the Oregon Nurses Association (ONA) wish to document that as of January 16, 2018, they are in agreement regarding the following revisions for nurses working at the Pete Moore Hospice House as originally outlined in the ONA/Cascade Health 2016 – 2019 Collective Bargaining Agreement.

- For Hospice House nurses, twelve (12) or eight (8) consecutive hours shall constitute the basic work day duration, excluding lunch. (8.1)
- For twelve (12) hour Hospice House nurses, the day shift will begin at 0700, and the night shift will begin at 1900. For eight (8) hour Hospice House nurses, the day shift will begin at 0700, the evening shift will begin at 1500, and the night shift will begin at 2300. (8.1.1.1)
- For twelve (12) hour Hospice House nurses, the day shift will end at 1930 and the night shift will end at 0730. For eight (8) hour Hospice House nurses, the day shift will end at 1530, the evening shift will end at 2330, and the night shift will end at 0730. (8.1.1.2)
- Nurses in the Hospice House who work night shift (1900 – 0730 for 12 hour shifts or 2300 – 0730 for 8 hour shifts) shall be paid a night shift differential of \$4.50 per hour worked for a Registered Nurse, or \$3.00 per hour for a Licensed Practical Nurse, in addition to the nurse's regular rate of pay. Nurses employed for eighteen (18) continuous months on a night shift position in the Hospice House shall transition to the longevity night shift differential of \$5.00 per hour worked for a Registered Nurse, or \$3.50 per hour worked for a Licensed Practical Nurse, in addition to the nurse's regular rate of pay. (9.12)
- Nurses in the Hospice House who work evening shift (1500 – 2330 for 8 hour shifts) shall be paid an evening shift differential of \$2.50 per hour worked for a Registered Nurse, or \$1.50 per hour worked for a Licensed Practical Nurse, in addition to the nurse's regular rate of pay. (9.12.1)

All other structural elements of the 2016 – 2019 Collective Bargaining Agreement will remain as published.

Tamara C Gryte  
 Tamara Gryte  
 Cascade Health  
1/31/18  
 Date

Gary Agular  
 Gary Agular  
 Oregon Nurses Association  
1/31/18  
 Date