Letter of Agreement

In an effort to resolve Grievance No. 71 filed by ONA on 4/14/2017 in regards to the Cardiac Rehabilitation Nurse position wage scale, both parties agree to the following:

1. ONA will withdraw Grievance No. 71 and agrees not to file any other grievance, unfair labor practice or other claim related to the issues raised in Grievance No. 71.

2. This agreement is based on the job descriptions and duties of the clinic nurses listed in this agreement as of the signing of this agreement. Any substantial change to the job description or job duties of any of the clinic positions in the future may be reviewed to determine whether it is still appropriate to keep the position on the clinic scale based on the definition provided in number 4.

3. The following units are considered to be “Clinics” for purposes of placing RN posted positions on the Clinic Wage Scale:
   a. Cardiac Rehabilitation
   b. Pediatric
   c. Women’s Clinic
   d. Podiatry
   e. Primary Care
   f. Oncology – Nurse Navigator RN’s only
   g. Diabetes Education

4. Nurses that are currently being paid on the hospital wage scale that are employed in one of these units will be grandfathered in to the hospital wage scale during the time they are in that position. When a nurse leaves a position in which they were grandfathered in at the clinic wage scale, they will forfeit this grandfathered status. If they accept another clinic RN position, they will also forfeit this grandfathered status. They will also not be allowed to leave and return to a clinic position and be paid on the hospital wage scale.

5. For purposes of defining a clinic that is not established. A clinic is defined as “A department that provides ambulatory, episodic care and generally does not treat patients that are acutely ill. In addition, a clinic generally has set business hours and does not require RN’s to take call or standby.”

6. When CMH posts a Clinic RN position, the job posting will clearly state on the top of the first page of the job posting “ONA Clinic Wage Scale Position.”

7. When a Clinic RN position becomes vacant, CMH will post and fill these Clinic RN positions in accordance to the clinic wage scale.

8. CMH agrees to increase the Clinic Wage Scale to 90% of the Hospital Wage Scale.

9. CMH agrees to keep the Infusion/Oncology RN and other current RN positions that are in units not listed in number 2, above, on the hospital wage scale until a time that CMH deems it necessary to change job descriptions including qualifications, education and experience required. At that time, a position may be reviewed for appropriate inclusion on the clinic scale based on the definition provided in number 4, above.

10. CMH agrees to applying Article 22, Certification Bonus, to Clinic RN positions.
Dated ____ of December, 2017.

[Signature]
ONA Representative

[Signature]
Columbia Memorial Hospital
Karly Edwards  
Labor Relations Representative  
18765 SW Boones Ferry Rd # 200  
Tualatin, OR 97062  

December 6, 2017  

Nicole Williams  
2111 Exchange St  
Astoria, OR 97103  

RE: Cardiac Rehab Grievance Closure  

Nicole,  

ONA withdraws our Grievance No. 71 regarding the Cardiac Rehab Clinic, without prejudice upon signature of our Letter of Agreement.  

As stated, this agreement is based on the job descriptions and duties of the clinic nurses listed in this agreement as of the signing of this agreement. Any substantial change to the job description or job duties of any of the clinic positions in the future may be reviewed to determine whether it is still appropriate to keep the position on the clinic scale based on the definition provided in number 4.  

Thank you for your efforts to resolve this issue. Please feel free to call me if you have any questions at 503-421-8621.  

Sincerely,  

Karly Edwards