Columbia Memorial Hospital and Oregon Nurses Association

Memorandum of Agreement
Regarding Extended Voluntary Dock Status

Columbia Memorial Hospital (Employer) and the Oregon Nurses Association (Union) hereby agree as follows:

The Employer will offer an unpaid extended voluntary dock status of up to thirty (30) days in length to line up with monthly schedule deadlines of the 10th of the month. Volunteers will be permitted this status based on the staffing needs of the hospital. Should an excess of qualified, competent and appropriately skilled nurses request this status the Employer will award based on seniority within the department, with the most senior permitted this status first. For nurses on this status, the parties agree as follows:

1. Nurses shall not accrue hours towards the dock cap in Article 24, Section 4 of the Collective Bargaining Agreement (CBA).
2. Extended dock time will count towards nurses’ benefits, Earned Leave hours and seniority as described in the CBA. All employee benefits will continue at the same coverage as prior to volunteering, including Nurses continuing to pay their required employee premium(s). Nurses will maintain employment and bargaining unit status.
3. During the extended voluntary dock status period, nurses will have the option of utilizing Earned Leave or taking the dock unpaid.
4. Nurses will not be considered on dock standby or on-call status under Article 35 of the CBA, and will not be entitled to any “call-back” premium under either Article 35, Section 1(F) of Section 2(F), unless they are on call in accordance with paragraph 5, below.
5. Nurses in PACU and the OR will remain on the call schedule in their respective departments.
6. Nurses shall not be eligible for unscheduled shift premium under Article 30 Section 5 of the CBA upon returning to work.
7. Nurses will be permitted to work for another employer during their voluntary dock status, provided such employment does not violate Employer policies or restrict the employee from returning from leave when requested.
8. If a layoff were to occur, any nurse on voluntary extended voluntary dock will be determined as if they were in an active status.
9. Should patient volumes increase in the Nurse’s home department prior to the end of an agreed-upon extended voluntary dock, the Employer may require that a nurse return to work from dock.
10. A nurse who is asked to return to work has 48 hours to report.
11. Failure to return to work at the end of the agreed-upon extended dock, without securing permission to continue on leave from the Hospital, may result in disciplinary action.
12. Any nurse who volunteers and is granted an extended dock will be returned to their former position at its conclusion, unless a layoff process has eliminated their former position, in which case they will be permitted all rights afforded to them in the existing collective bargaining agreement regarding layoff.
Agreed on April 22, 2020

COLUMBIA MEMORIAL HOSPITAL

By \[\text{Signature}\] 4/27/2020

Erik Thorsen

OREGON NURSES ASSOCIATION

By \[\text{Signature}\] 4/28/20

Amber Cooper