LETTER of AGREEMENT

Registered Nurse First Assist (RNFA)

The Oregon Nurses Association (Association) and Grande Ronde Hospital (Hospital) agree to expand the recognition clause of Article 2 of the current Collective Bargaining Agreement (CBA) to include nurses working as Registered Nurse First Assistant’s (RNFA’s). All rights provided by the CBA will be provided to RNFA’s employed by the Hospital.

In recognition of the additional education and skill required, RNFA’s will be compensated with a differential of 10% of their regular rate of pay for all hours worked in the Surgical Services department.

This provision shall not apply to any RNFA who has an independent employment agreement with GRH until such time as those agreements have expired.

Agreed to on this 16th day of July, 2020.

OREGON NURSES ASSOCIATION

Ateusa Salemi, Labor Representative

GRANDE RONDE HOSPITAL

Jeremy Davis, President/CEO