

1 **GSRMC WOMEN'S CENTER CLOSED UNIT**

2 **Letter of Agreement**

- 3 1. The provisions of this agreement will cover Registered Nurses from the Center
4 for Women and Families (CFWF). Registered Nurses who work on the 4th floor:
5 Labor and Delivery, Special Care Nursery, Pediatrics, Post-Partum, Female
6 surgical care.
7
- 8 2. The Center for Women and Families is a closed unit. All RN's hired into the
9 department are trained to care for Mother Baby couplets, as well as post-op
10 surgical female patients. RN's are additionally expected to train and work in
11 minimum of one additional specialty area of the department; Pediatrics, Labor
12 and Delivery including OR circulation for Cesarean Sections and Post-Surgical
13 Recovery, or the Special Care Nursery.
14
- 15 3. RN staff do not float out of the department to other hospital departments, with
16 two exceptions. An RN may be asked to be a 2nd RN in the PACU after hours
17 and/or float to another unit to care for Pediatric Patients not directly housed on
18 the 4th floor. Closed Unit status will not preclude the Women's Services staff RN
19 from floating to another department voluntarily. Maintaining competence in other
20 areas is the employee's responsibility.
21
- 22 4. RN's from another department will not float into the Women's Center, unless they
23 request to do so. An exception is Surgical Services RN circulator coverage when
24 an emergent need arises due to a sick call/absence and or acuity of patients or
25 an OR Scrub trained staff member may float to OB to cover the OR for complex
26 cases.
27
- 28 5. All RN's employed in the department; including PRN (Per Diem) RN's are
29 required to take call.
30
- 31 • FTE RN's will pick up required number of call shifts in addition to their
32 regularly scheduled shifts
33
 - 34 • PRN RN's will pick up required number of call shifts in addition to their
35 required minimum shifts per schedule period.
36
 - 37 • Specific call hours may vary dependent on the needs of the department.
38 Changes to the required call hours will only be made following a
39 management and staff RN committee council.
40
- 41 6. The call shifts will be posted via Electronic Scheduling program following the
42 department Schedule of Schedules.

1 7. Staff will pick up call shifts, according to a tiered system outlined below, allowing
2 RNs to be able to schedule their call shifts around their scheduled work dates.

- 3
4 • The tiers for call pick
5 o Day one - RN's holding a FTE position
6 o Day two - RN's holding a PRN position
7 • Call shifts may be picked up to follow one another, or on different
8 days/times to equal the required hours. Call shall not be picked up in
9 conjunction with a regularly scheduled shift

10
11 8. If an RN does not pick up their required call, their call hours will be assigned to
12 them on the Monday following the week of call pick up.

- 13
14 • Call will not be assigned on dates when a staff member is using PTO, has
15 designated on the electronic schedule they are unavailable, or is on an
16 approved leave from work.

17
18 9. In the event that the number of RN's available to pick up call shifts (RN's using
19 PTO, designated unavailable, or on approved leave) is not sufficient to fill all the
20 call shifts, the appropriate number of RN's will be notified prior to the pick-up date
21 that it is their turn to pick up one extra call shift.

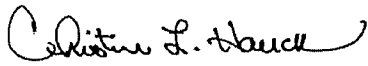
- 22
23 • Initial is least senior starts at the top.
24 • Updated list will be made available.
25 • Voluntary pick up of extra call moves the RN to the bottom of the list.

26
27 10. Hours worked on weekends from required call will not drive consecutive weekend
28 pay or pyramiding of hours on regularly scheduled days resulting in OT.

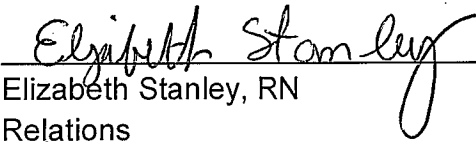
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30 11. An ongoing rotational holiday schedule is followed for the Major holidays;
31 Thanksgiving, Christmas Eve and Christmas day for FTE staff. PRN staff holiday
32 schedule is per the union contract (Article 3.A.5.).200

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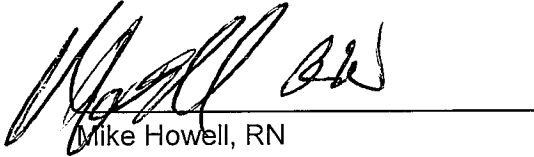
For Oregon Nurses Association



Christine Hauck
Labor Relations Representative

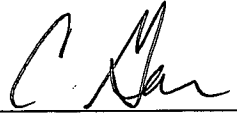


Elizabeth Stanley, RN
Relations

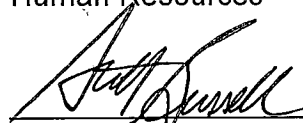


Mike Howell, RN

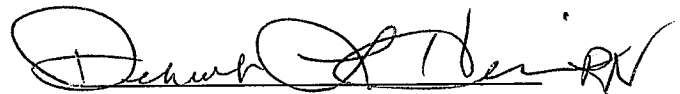
For Good Samaritan Regional
Medical Center

 12/3/18

Christina Gaulin
Human Resources

 1/3/19

Scott Russell, Director of Labor



Debbie Heim, RN
Manager