

Letter of Understanding

September 3, 2018 – February 28, 2019

Main Operating Room

Letter of Understanding

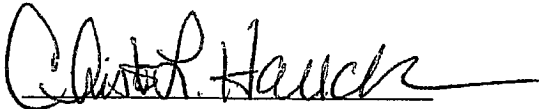
Good Samaritan Regional Medical Center (Management) and Oregon Nurses Association (Union) agree to trial a structure with the Main OR team as outlined below for a six (6) month period in order to compile measure and review metrics.

1. Staff must sign up for call according to the Schedule of Schedules or it will be mandatorily assigned to members of the Main OR team.
 - a. The schedule period closes one (1) week prior to schedule posting. Staff who have not picked up their base hours of call will have it assigned at this time by the Staffing Office. This time will then be used for communication between the Staffing Office and the surgery staff.
 - b. Day 1 – The Staffing Office determines the number of shifts not staffed, after being posted, to be converted to on-call hours. The Staffing Office divides those hours evenly and proportionally to FTE employees and emails everyone in the surgery department regarding how many on-call hours will be additionally required.
 - c. Days 2 thru 4 – The staff is given the opportunity to select which additionally required on-call hours they are able to sign up for, allowing them to schedule around vacations and non-work plans. The staff will email the Staffing Office with preferences. The Staffing Office will track and assign the mandatory additionally required on-call hours on a first come first served basis.
 - d. Day 5 – The Staffing Office finalizes the schedule and assigns any mandatory on-call hours not picked up to staff who have not been assigned mandatory additional required call proportional to their FTE.
2. Tiered Call Pay:
 - a. Staff will be compensated for call on a tiered system based on the number of additionally required on-call hours over the base per schedule period for all RNs excluding the CV surgery team. This system will only apply to additional required hours over the base hours. Hours voluntarily self-scheduled or traded will be exempt from the tiered on-call pay.
 - b. Main OR RNs excluding Neuro and CV Surgery:
 - 1-32 hours on-call (base hours) = \$4.25/hr.
 - 33-55 hours on-call (additional required hours) = \$9/hr.
 - 56+ hours on-call (additional required hours) = \$13.50/hr.
 - c. Neuro RNs:
 - 1-59 hours on-call (base hours) = \$4.25/hr.

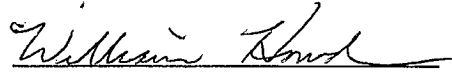
- 60-99 hours on-call (additional required hours) = \$9/hr.
- 100+ hours on-call (additional required hours) = \$13.50/hr.

3. Sign on Bonuses:

- a. Sign on bonuses will be increased from \$3,000 to \$5000 for external applicants with OR experience in order to attract qualified staff to GSRMC.
- b. Up to \$10000 will be offered to help offset relocation costs for qualified OR applicants.



Christine Hauck – for the Union



William Howden – for the Medical Center