

9-23-2026 TUALITY PACKAGE PROPOSAL

ART. 6, STANDARDS OF BEHEVIOR

This proposal is presented as a Package and each of the terms are interlocking provisions of the total proposal. Tuality Healthcare reserves the right to add to, edit, delete or modify any of the terms within this package at any time during negotiations or make new proposals or packages of proposals. Article and MOU numbering and titles may be adjusted upon mutual finalization of Agreement.

ARTICLE 6 – EMPLOYMENT STATUS

- B. **AGREE IN PRINCIPLE Regular Employee Status** - A nurse employed by Hospital will not become a regular employee until the nurse has completed the introductory period.
- C. **AGREE IN PRINCIPLE Notice of Resignation** - All regular nurses shall give Hospital at least two (2) weeks' notice of intended resignation.
- D. **AGREE IN PRINCIPLE Notice of Termination** - Hospital shall give regular nurses two (2) weeks' notice of the termination of their employment, or if less notice is given, then the number of working days within the period for which notice has not been given will be paid to the nurse at the nurse's regular rate of pay. The hours to be paid under this provision will be calculated based on the average number of regular hours paid per week during the preceding six (6) months, less the number of shifts of notice given; provided, however, that no such advance notice or pay in lieu thereof will be required of nurses who are discharged for just cause.
- E. **AGREE IN PRINCIPLE Termination Without Cause** - A regular nurse who feels they have been suspended, disciplined, or discharged (including for violations of the Drug-Free Workplace policy) without proper just cause may present a grievance for consideration under the grievance procedure.
- F. **MAINTAIN 7-16-26 PROPOSALS Exit Interview** - An in-person exit interview with a human resources representative will be ~~made available~~ **offered** to each nurse ~~at the termination of~~ **resigning their** employment. **A nurse may request and the Hospital will not unreasonably deny the presence of a union**

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representative, provided that the exit interview will not be unreasonably delayed.

G. MAINTAIN CURRENT CONTRACT LANGUAGE Investigatory Interviews -

Nurses have the right to request an Association representative at an investigatory interview which the employee reasonably believes might result in discipline and supervisors will inform employees of this right prior to the interview. Hospital will inform the nurse of the investigatory interview and its general subject matter (e.g., documentation, patient care, treatment of co-workers) at least forty-eight (48) hours in advance of the interview unless (1) there is reason to believe that the notice period would result in the compromising of evidence or pose a risk to the safety of staff, patients or other members of the public, or (2) the employee consents to meet at an earlier time.

M. AGREE IN PRINCIPLE Performance Improvement Plans - The parties recognize that ~~mutually agreed upon~~ Performance Improvement Plans ("PIPs") are not in themselves disciplinary actions and that they serve as a constructive tool to aid an employee in developing skills and/or improving performance. However, failure to follow a PIP or successfully complete the requirements of a PIP will usually lead to corrective action.

Each PIP is expected to address specific practice issues and/or performance improvement goals with timelines for completion. **The Hospital will use a consistent PIP template to the greatest extent possible, provided that the form of a PIP will not impact its validity.** ~~Such plans are voluntary and may be initiated by either the nurse or management. However, nurse refusal to participate in a PIP will usually result in corrective action.~~ If a plan is in place and there is a significant change in circumstances (e.g., significant change in workload or

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assignment), the nurse may request an adjustment to the plan to address the changed circumstances.

- N. **MAINTAIN 7-16-26 PROPOSAL Coaching** - Coaching is informal, non-disciplinary, verbal counseling between employee and immediate supervisor. Any documentation regarding coaching that goes in an employee's personnel or manager's file will not be subject to the grievance process. ~~If referenced in formal corrective action,~~ Hospital shall provide a copy of coaching documentation at ~~nurse's request~~ **to the nurse** if such documentation exists.

COUNTER, NEW SECTION 6(O):

~~ARTICLE 19 – STANDARDS OF BEHAVIOR~~

The Hospital and the Association strongly support standards of behavior in the workplace that are consistent with the mission and core values of Hillsboro Medical Center, the Hospital's Code of Conduct, and with the ANA Code of Ethics. The parties support the ~~enforcement~~**application** of these standards with respect to **everyone who works in the Hospital** ~~all Hospital employees and contractors, including managers, providers, and bargaining unit nurses~~. There is an inherent value in the observance of standards of behavior that creates ~~s~~ a culture where employees feel valued and patients are attended to with the utmost care and respect. Accordingly, the parties agree as follows:

- A. **No Tolerance** - ~~The parties agree to cooperate with each other to promote zero tolerance of hostile, violent or abusive behavior, consistent with existing contract provisions and Hospital policies prohibiting intimidation and harassment.~~ **The Hospital and the Association agree to cooperate to promote zero tolerance for workplace violence, discrimination or harassment, consistent with Hospital policy, the principle of just culture, and the collective bargaining agreement.**

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- B. Collaborative Work Environment** - The parties agree to actively and cooperatively reinforce with ~~bargaining employees and their managers~~**Hospital employees** the positive ~~attributes~~**behaviors** that characterize and sustain a collaborative, professional workplace environment.
- C. Reporting and Non-Retaliation** - ~~The Hospital, in partnership with the Association, supports nurses individually addressing and reporting, if necessary, incidents that involve violations of the above referenced standards of behavior. The parties will be diligent in assuring that no nurse will experience any retaliation for reporting such a violation.~~ **The Hospital and the Association support all Hospital employees reporting conduct inconsistent with Hospital policies and Code of Conduct and agree to follow Hospital policy regarding investigation and non-retaliation.**