Letter of Agreement between
ONA and St. Charles Medical Center - Redmond
PACU and OR Standby Positions
June 7, 2011

St. Charles Health System- Redmond and Oregon Nurses Association hereby agree to a benefited standby position(s) for PACU and OR. The following provisions will apply to these positions:

1. Scheduled standby will begin 1900 Sunday to 0700 Monday and then daily from 1645-0700 through Friday morning.
2. The OR and PACU standby position(s) will be part of the initial team called back and expected to respond within the same 30 minute time frame as the rest of the call back team members.
3. For purposes of compensation, this position is considered to be full time. The position will be guaranteed a minimum of 72 hours at the nurse’s base pay per pay period without shift differential.
4. Extra shifts worked in addition to scheduled standby hours will be paid straight time up to 40 hours per week. Worked hours in addition to 40 per week will be compensated as overtime pay according to appendix A.
5. The total number of call hours covered by this position/person will be excluded from the total number of call hours used to calculate the average standby hours as specified in item #4 of the contract addendum, Redmond Periop Department Mandatory Standby Letter of Agreement. However, if the call hours normally covered by this position/person are covered by the remaining nurses in Perioperative Services, the standby hours will be included in the total number of call hours used to calculate the average standby hours.
6. ETO/EIB utilization shall be paid at a rate of (8) hours for each regularly scheduled standby shift the nurse is absent from work. Any other scheduled hours the nurse requests to be off up to 8 hours will require usage of ETO per Article 3.1. The provisions outlined in Article 3.1 that allow the nurse to utilize unpaid days not to exceed 6 per year will also apply.
7. Work on a holiday shall be compensated at premium rate specified in the contract and shall count towards the first 72 hours worked in the pay period if part of the nurse’s regular schedule or required holiday rotation. The nurse shall be scheduled for standby on holidays as a part of the regular holiday rotation. If the nurse is not scheduled to be on standby for a holiday on which the unit is closed, the nurse may choose to use 8 hours of ETO or take the holiday as an unpaid day (if the holiday closure day would have otherwise been a regular part of the standby only position work week).
8. Applicants for the OR standby position must be currently proficient in scrubbing and circulating all surgical specialties. In addition applicants must complete an orientation to both PACU and Central Processing.

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9. Applicants for the PACU standby position must have a minimum of 2 years recent PACU or ICU experience. In addition applicants must complete an orientation to the Operating Room. Duties for this position will include discharging outpatients from the department.

10. These position(s) will include a one-time 90 day trial period for internal applicants. These applicants will retain the right to return to their current position within 90 days if either or both of these position(s) is deemed ineffective or unsuccessful for either party. If the nurse chooses to remain in this position after the 90 day period and the hospital deems it appropriate, the vacated position will be posted and filled.

11. This letter of agreement will be reviewed at the end of the 90 day trial period and continued, modified or discontinued by mutual agreement.

For ONA:

Alison Hamway
Labor Relations Representative

Date 7-29-11

For St. Charles Health System

James A. Diegel, FACHE, President/CEO

Date 06-13-11