

LETTER OF AGREEMENT: CLINICAL LADDER
Between Oregon Nurses Association
And
Providence St. Vincent Medical Center

Providence St. Vincent Medical Center (“the Medical Center”) and Oregon Nurses Association (“Association”) hereby adopt the currently agreed upon Clinical Ladder Program (“the Program”) and the following terms in connection with said Program:

1. Nurses covered by the parties’ Collective Bargaining Agreement (“Agreement”) are eligible to participate in the Program, in accordance with the Program’s terms.
2. Nothing in the Program is subject to the grievance procedure set forth in the Agreement.
3. A Nurse who has been approved for, and is participating in, an advanced level under the Program will receive an increase in her/his Appendix A, Section A, hourly rate of pay under the Agreement, equal to the applicable amount set forth below for the Nurse’s Clinical Ladder level:

RN I	<u>\$1.75</u>
RN II	\$3.00
RN III	\$5.00
RN IV	\$6.00

4. In addition to the above-listed increase in hourly rate of pay, Nurses approved for and participating at, the following shall be eligible for:
 - a. Level I RNs 8 hours, Level II RNs 16 hours, Level III and Level IV RNs 32 hours additional paid educational leave annually.
 - b. Level I RNs will receive up to one hundred and fifty (\$150.00), Level II RNs will receive up to three hundred dollars (\$300.00), Level III RNs will receive up to six hundred dollars (\$600.00), and Level IV RNs will receive up to seven hundred dollars (\$700.00), in addition to whatever expense reimbursements they may otherwise qualify for, to defray the cost of registration and attendance in connection with the additional paid educational leave set forth in paragraph 4a. (The parties acknowledge that these dollars are allocated based on a calendar year and, if not used in a calendar year, the funds will not rollover into the next year.)

5. The Medical Center shall provide an educational conference **in 2013**, exclusively for all Clinical Ladder participants. Request for released time from work will be subject to the Medical Center's staffing needs. Conference attendees will receive additional paid educational leave to attend this conference. If the Medical Center does not release a Clinical Ladder participant from work to attend the conference, the Nurse will, upon request, be given paid educational hours equivalent to the conference time, at a later date. **In planning this conference, the Board will work in collaboration with the Medical Center to ensure that the conference planning is consistent with proper procedure, budget and goal alignment.**

6. **The parties recognize that the purpose of the Program is to advance nursing practice and to support the clinical goals of the Medical Center. To that end, the Board shall prepare the agenda and keep minutes of the meetings, copies of which shall be provided to the Chief Nurse Executive and a designated Clinical Ladder liaison from the Medical Center's management team and Association within two (2) weeks of each Board meeting. The minutes shall include a list of projects reviewed and approved by the Board each quarter.**

7. The Program will remain in effect as currently agreed upon, except as modified by this Letter of Agreement or by subsequent agreement of the parties. Notwithstanding this provision, if the Clinical Ladder Board determines additional revisions to the clinical ladder packet (non-economic terms) are appropriate, the Board may request that the Medical Center and Association meet to review the Board's proposed changes. If the Association and the Medical Center mutually agree, the parties may modify the clinical ladder packet prior to July 1, **2014**.

8. The Program will continue in effect, in accordance with this Letter of Agreement, until July 1, **2014**. It will remain in effect from year to year thereafter unless either party notifies the other of its desire to terminate or modify it, by giving at least ninety (90) days written notice of termination to the other party and at least sixty (60) days written notice of termination to the Federal Mediation and Conciliation Service. Whether or not such notice is given, all provisions of this Agreement, including its No Strike/No Lockout article will remain in full force and effect in accordance with the terms of the Agreement.