

ARTICLE 1 – DEFINITIONS

- A.** "Registered Nurse" is defined as a currently licensed Registered Nurse employed by the Employer.
- B.** "Charge Nurse" is a separate job classification and is defined as a Registered Nurse who has applied for and been selected by the Employer for the Charge Nurse position. A Charge Nurse is accountable for the direct coordination and supervision of unit operations, as assigned by management, including but not limited to daily staffing, patient care assignments and communication with staff, providers and management. Charge Nurses are paid on a separate pay scale for all hours worked.
- C.** "Relief Charge Nurse" is defined as a Registered Nurse who has received training as a Charge Nurse and provides coverage for a specific shift in a nursing unit, as assigned by management. Relief Charge shifts will be rotated among staff trained and qualified to perform the role, consistent with UPC process, if any. Any Nurse designated as Relief Charge Nurse shall be entitled to the Charge differential when carrying out the duties of the Charge Nurse role.
- D.** "Preceptor" is defined as a Registered Nurse who is assigned to train nurses and students. Any Nurse designated as preceptor shall be entitled to the preceptor differential when carrying out preceptor duties. for another Registered Nurse or students.
- E.** "Resource Pool Nurse" is defined as a non-bargaining unit Registered Nurse who is a member of the Legacy Resource Nursing Department.
- F.** "Full-time Nurse" is defined as a Nurse who works a minimum of 36 hours for a workweek Sunday to Saturday or 72 hours for a 14-day pay period.
- G.** "Part-time Benefited Nurse" is defined as one who is regularly scheduled less than

36 hours but at least 24 hours for a workweek, or less than 72 hours but at least 48 hours in a 14-day pay period. Part-time Benefited Nurses are eligible to participate in benefits in accordance with the specific benefit plan/policy.

H. “Part-time Non-benefited Nurse” is defined as one who is regularly scheduled less than 24 hours for a workweek, or less than 48 hours in a 14-day pay period. Part-time Non-benefited Nurses are not eligible to participate in benefits.

I. “On-call Nurse” is defined as a Nurse who is designated On-call by the Employer, and is scheduled to work on an as needed basis with no assigned FTE. To maintain On-call status, a Nurse must be available for a minimum of 24 shifts per year by adding availability to the schedule. On-call Nurses shall receive a differential of 10% in lieu of benefits.

J. “Anniversary Date” of employment shall be the month and date on which employment began with Legacy Health. For Nurses who terminate employment and are rehired within a year, the anniversary date shall be the month and date on which employment began with Legacy Health. If a Nurse terminates employment and is rehired more than one year after termination, the anniversary date shall correspond to the date the Nurse was rehired.

K. “Seniority” is defined as the length of employment as measured by the total time from anniversary date.

L. “Department Seniority” is defined as the continuous length of employment within a department.

M. “Salary Review Date” is defined as the date each year in which annual salary increases are given. It corresponds to the Nurse’s hire date.

- 1 **N.** "Standby/Call Time" is defined as any time in which a Nurse, while not on duty, is
2 required by the Employer to restrict activities to be available to receive a request and
3 report to work as soon as possible. Any Nurse on standby status should be able to
4 report to work within one hour of notification. Standby/call time shall be paid and
5 administered in accordance with this agreement.
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- 7 **O.** "Call Worked" is defined as time "at work" following notice to report to work from
8 standby or call time status. Call Worked begins when the Nurse reports to the
9 Employer ready to work. Call Worked shall be paid and administered in accordance
10 with this agreement.
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- 12 **P.** "Variable shift position" is defined as a position that alternates between day shift
13 and night shift per department needs, as determined by management. New
14 variable shift positions will only be established by mutual agreement between the
15 Employer and the Union.
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- 17 **Q.** "Regular Nurse" is defined for purposes of this Agreement as a Nurse who has been
18 employed by the Employer for at least 90 days, except as provided in this Agreement.
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- 20 **R.** "Introductory Nurse" is defined for purposes of this Agreement as a Nurse who has
21 been employed by the Employer less than 90 days, except as provided in this
22 Agreement.
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- 24 **S.** "Supplemental Nurse" is defined as a Nurse who is not regularly scheduled, and who
25 has a minimal expectation of the number of hours to be worked.
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- 27 **T.** "Per Diem Nurse" is defined as a non-scheduled Nurse who is available to work a
28 minimum of 48 shifts per year, 24 of which are on weekends and one of which is on
29 a designated holiday. Per Diem RNs will be paid a differential of 20% in lieu of
30 benefits.