

ARTICLE 1 – DEFINITIONS

- A. "Registered Nurse" is defined as a currently licensed Registered Nurse employed by the Employer.
- B. "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. Any Nurse designated as Relief Charge Nurse shall be entitled to the Charge differential when carrying out the duties of the Charge Nurse role.
- C. "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.
- D. "Resource Pool Nurse" is defined as a bargaining unit Registered Nurse who is a member of the Legacy Department of Nursing Resources and is assigned to fill hospital unit needs.
- E. "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.
- F. "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.
- G. "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.

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2 H. "Anniversary Date" of employment shall be the month and date on which
3 employment began with Legacy Health System. For Nurses who terminate
4 employment and are rehired within a year, the anniversary date shall be the
5 month and date on which employment began with Legacy Health System. If a
6 Nurse terminates employment and is rehired more than one year after
7 termination, the anniversary date shall correspond to the date the Nurse was
8 rehired.

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10 I. "Seniority" is defined as the length of employment at Legacy as measured by total
11 time from anniversary date.

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13 J. "Department Seniority" is defined as the continuous length of employment within a
14 department.

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16 K. "Standby" is defined as any time in which a Nurse, while not on duty, is required by
17 the Employer to restrict activities to be available to receive a request and report
18 to work as soon as possible. Any Nurse on standby status should be able to
19 report to work within one hour of notification or as soon as possible. Standby
20 shall be paid and administered in accordance with this agreement.

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22 L. "Call Worked" is defined as time "at work" following notice to report to work from
23 standby. Call Worked begins when the Nurse reports to the Employer ready to
24 work. Call Worked shall be paid and administered in accordance with this
25 agreement.

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27 M. "Regular Nurse" is defined for purposes of this Agreement as a Nurse who has
28 been employed by the Employer for at least 90 days, except as provided in this
29 Agreement.

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N. "Introductory Nurse" is defined for purposes of this Agreement as a Nurse who has been employed by the Employer less than 90 days, except as provided in this Agreement.

O. "Clusters" are defined as a group of hospital units defined by a specialized population where Resource Pool Nurses are trained to work. The Resource Pool is assigned to work in their cluster across the Legacy Health system facilities as declared in Article 2. Resource Pool Nurses will work within their cluster, unless mutually agreed upon by the nurse and oriented consistent with this article. The clusters are:

1. Emergency Services (ED)
2. Critical Care (CC)
3. Women's Services
4. Pediatrics (Peds)
5. Intermediate Care (IMCU)
6. Medical Surgical (Med-Surg)
7. OR
8. Procedural
9. Wound and Ostomy (WOS)
10. Unity (Behavioral Health)

P. "Pool" is defined as the sub-group of Resource Pool Nurses that have the training, skill set and certification for the specific hospital unit and specific patient population.

Q. "Unit" is defined as distinct hospital departments, floors, or areas that are classified by acuity level, patient needs and number of beds.

R. "Floating" is defined as the temporary reassignment of a nurse to another unit or

1 facility. Nurses may be reassigned to another unit or facility where they are
2 competent to take a patient assignment, or they may be reassigned to another
3 unit or facility where they can be utilized as “helping hands” where they do not
4 assume primary responsibility for nursing care of any patient. Nurses who agree
5 to float out of cluster will receive a differential of \$5.00 per hour when floated out
6 cluster.