Letter of Agreement between Oregon Nurses Association

And Mercy Medical Center

Resource Pool

1. The Resource Pool will include a team of clinical staff deployed daily to meet the staffing needs of
   the Medical Center. Nurses awarded positions in the Resource Pool shall be hired to a specific shift
   (day, evening, night), but may have shift lengths ranging from eight (8) to twelve (12) hours in
   length and four (4-6) hours in length by volunteer. Resource nurses are required to hold
   competency in the Medical and Surgical Unit and at least one (1) additional designated nursing unit.
   Nurses may be floated to other units in accordance with Article 8.13 Floating and Supplemental
   Assistance. Such nurses shall complete any mandatory competency for any unit they hold
   competency in.

2. Scheduling Nurses shall be scheduled in four week intervals, however will not maintain a core
   schedule. Should the number of benefited Resource Pool nurses exceed fifteen (15), the most
   senior benefited nurse shall be offered a core schedule for each additional benefited nurse added
   to the department. Such offer may be declined and offered to the next senior benefited nurse until
   awarded. A review of the need to implement core schedules will be reviewed by the Labor
   Management Committee before the 16th benefited nurse is hired. Resource Pool shall not be
   exempt from 8.17 Holiday Scheduling, or any other provisions of the collective bargaining
   agreement.

3. On Call/Low Census Resource Pool nurses shall have no on call requirements, but shall not be
   exempt from being placed on-call in compliance with Article 12.4 Low Census. Resource Pool nurses
   shall be placed in the low census rotation after (6) Casual part time nurses, in Article 12.4.

4. Compensation Nurses assigned to the Resource Pool shall receive an additional $2.00
   differential for all hours worked. For each additional unit of competency above the minimum two
   required, the nurse will receive an additional $1.00 for all hours worked up to a maximum of six
   dollars ($6.00). (Resource Pool shall be exempt from the per diem differential.) Documentation of
   annual competency must be maintained in the employee’s personnel file to receive the differential.

5. The Medical Center and ONA recognize we may not have anticipated everything to be covered in
   the letter of agreement and will consider this a pilot program for the remainder of the current
   collective bargaining agreement.

Agreed by the collective parties on July 12th, 2017