Letter of Agreement

Between Oregon Nurses Association
And Mercy Medical Center
Shaw Heart Center

1) Nurses shall receive an additional $100 for each call shift above and beyond the nurses monthly scheduled call shifts.

2) Weekend call shall be rotated on a fair and equitable basis. Nurses shall not be scheduled to take weekend call immediately following after hours week day call. Additionally, nurses shall not be scheduled to take weekday call immediately following weekend call, unless the nurse volunteers, and such agreements are documented in writing.

3) Equitable call rotations shall be determined on an individual basis, taking into consideration skill mix.

4) Holiday call coverage for the Heart Center shall be exempt from Article 8.17. Holidays for purposes of holiday call shall be Thanksgiving, Christmas, New Year’s, Easter, Memorial Day, July 4th, and Labor Day. Holiday call rotation shall be assigned upon hire to the Medical Center, to rotate annually, down the list of holidays in above stated order. The holiday rotation shall be assigned to the position and a vacated nurse’s rotation shall follow to the newly awarded position. If there is a skill mix concern for holiday call rotation, the Medical Center shall notify the Association no less than 5 calendar days of the position being filled, and a LMC meeting shall be called as soon as possible to work out a holiday call solution. If the rotation change is urgent or unexpected, the Medical Center may put in place a temporary solution until LMC is able to meet and discuss.

5) The Medical Center will abide by the nurse staffing law.

6) Coverage for weekday/weekend vacant call shift coverage to assure a complete call team (four members) will be filled as outlined below:

a) The staff member(s) who volunteer(s) to cover the vacant call shift(s) will be eliminated in the current rotation, as volunteering will fulfill their vacant call shift requirement. The volunteer will not be placed on the vacant call shift(s) until the rotation has been completed (Where every staff member has been assigned to help cover the respective vacant call shift). At this point, the vacant call shift rotation will start over, utilizing the same process described above. Management will keep the list current and posted outside the supervisor’s office, allowing staff to make plans accordingly. Each time a staff member either volunteers or is
mandated to take a shift, their name will go to the bottom of the list. Volunteering for covering a call shift due to staff illness will also move you to the bottom of the list.

b) Mandated shifts will occur when all available resources have been exhausted (i.e., no staff member(s) have volunteered to cover the respective vacant call shift(s)). As such, call coverage requires the shift to be mandated in order to meet the staffing needs of the respective shift(s).

c) If no staff member volunteers to cover the vacant call shift requiring coverage, the reverse seniority list, as supplied by HR, will be utilized to mandate coverage for the respective call shift(s). Covered shifts will be treated as a scheduled shift and staff assigned will be held to the expectations as set forth in the Mercy Attendance policy (EM-19) except for as noted below:

i) When mandating coverage, staff members who have schedule conflicts or previous commitments outside of work (6cii) will be excused on the day of the commitment, to a max of 1 excused and the next person on the list will be in-line to cover the respective call shift(s). The individual(s) who are skipped will cover the call shift(s) the next time a call coverage need arises. The individual(s) placed on vacant call shift coverage will have completed their assignment and will be crossed off the list regardless of being called in to work or not. Staff member(s) covering weekend vacant shifts, one staff member will be assigned per shift. Thus, weekend vacant call shift coverage may require multiple assignments from multiple staff members.

ii) Employees who fall into one of the following exceptions will be excused on the day of the commitment and the next person on the list will be in-line to cover the respective call shift(s), as the need arises. Exceptions are listed below:

(1) Vacation

(2) Tickets to an any event

(3) One excused reason will be tolerated per rotation on the list

Agreed by the collective parties on June 14th, 2017