Letter of Agreement for Scheduling of the Heart Center Nurses

Between

Mercy Medical Center

And

Oregon Nurses Association (ONA)

The parties to this Agreement agree to allow the benefited heart center nurses who may desire to waive a “core” scheduling pattern, the ability to do so. This excludes those FT nurses in the department holding an 8-hour position. This will be requested by the nurse and mutually agreed upon between the nurse and the manager in writing with an agreed upon shift length, start and stop time, but without the associated days of the week. After such an agreement is signed the provisions of 8.6 will no longer apply to that nurse. All new positions posted to the department, will be posted with a complete core schedule as per Article 12.2 until the nurse hired into the position requests to waive their core schedule. Changes made to shift length, start and stop times will continue to be posted and filled per Article 12.2.1 for interested nurses within the bargaining unit to apply for. Nurses who request a waiver of a core schedule will be placed into the schedule, following those nurses without an agreement for an altered core schedule, prior to the posting of CPT nurses. This LOA will go into place once signed and will remain in place until the completion of the agreed upon contract.

Final work schedules shall continue to be posted at least fourteen (14) calendar days in advance of the applicable four (4) week cycle. Scheduling of shifts will begin in the two (2) week period before the posting of the final work schedule. Nurses shall be placed on the work schedule, including call shifts if applicable, in the following order: (1) Regularly scheduled full-time and part-time nurses with a core schedule will be placed on the schedule; (2) Full-time and part-time nurses with an agreed upon waiver of their core schedule will be scheduled to their FTE and placed onto the schedule; (3) Casual part-time nurses within the applicable nursing unit who may have consented to coverage for a pre-approved vacation, holiday or leave of absence; (4) CPT Nurses requesting open shifts per article 8.8; and (5) Any open shifts after the schedule posts shall continue to be filled through the electronic scheduling system and awarded as per article 8.8.

The nurses will be responsible for finding their own call coverage as previously agreed upon in the “LETTER OF AGREEMENT – PROCEDURE UNIT CALL PARAMETERS "

For EMPLOYER,

[Signature]

Bria J. Smith, CNO/CWO RN, MSN, MHA, NEA-BC

For ONA,

[Signature]

Bridget Lovelace, Labor Relations Representative

January 31, 2023