ARTICLE 2 – DEFINITIONS

2.1 Nurse. A registered professional nurse in the bargaining unit who is currently licensed to practice professional nursing in Oregon.

2.2 Regular Nurse. A Full-Time Nurse or a Part-Time Nurse who is not a temporary or seasonal nurse.

2.3 Introductory Nurse. A nurse who has not completed 90 days of employment

2.4 Full-Time Nurse. A Nurse who is regularly scheduled to work 72 or more hours per two-week pay period on a non-temporary basis.

2.5 Part-Time Nurse. A Nurse who is regularly scheduled to consistently work at least 48 but less than 72 hours per two-week pay period on a non-temporary basis.

2.6 Per Diem Nurse. A Nurse whose job status is "per diem," which means that the nurse is assigned by the Medical Center to work on an intermittent or unpredictable basis, as needed by the Medical Center. To maintain per diem status, a per diem nurse must make good faith reasonable efforts to be available to work at times needed by the Medical Center, for a minimum of the following (unless otherwise agreed to, in writing, by the Medical Center and the nurse) (a) one shift per pay period, including at least one weekend shift per month; (b) two (2) of the Medical Center-designated holidays. Per diem nurses will provide their shift availability according to the scheduling guidelines applicable to nurses.

2.6.1 Per Diem nurses hired after December 31, 2011 will be required to be available 48 hours per six-week schedule and two (2) of the Medical Center-designated holidays, and, in departments that are open on weekends, at least one weekend shift per month (unless otherwise agreed to, in writing, by the Medical Center and the nurse).
2.7 **Charge Nurse.** A Nurse who has applied for and been awarded a position to assist and coordinate in the continuity of patient care responsibilities and clinical activities of an organized nursing unit, in addition to being responsible for the direct or indirect total care of patients as part of his/her normal assigned duties.

2.8 **Relief Charge Nurse.** A Nurse who has been trained to assume the duties of Charge Nurse and is assigned by the Medical Center on a temporary basis to the position of Charge Nurse when no supervisor or Charge Nurse is performing that role. Any nurse who is trained to a relief charge nurse position must have a minimum of nine (9) months experience, unless the nurse signs a written consent to train as a charge nurse earlier.

2.9 **Preceptor.** A Nurse who has applied, been selected and completed the mandatory preceptor training and who has been assigned by the Medical Center to actively mentor any student for whom no instructor is on-site in the Medical Center, new hire or transferred employee for any shift or part of a shift. A nurse who currently serves as a preceptor without such formal training will continue to receive preceptor pay for all hours he or she is assigned by the Medical Center to mentor. Preference for preceptor assignments will be given to those nurses who have completed the preceptor training.

2.10 **Resident Nurse.** Registered nurse who has completed a pre-licensure nursing program and is newly licensed, meaning twelve (12) months or less. Nurses will progress from Resident 1 to Resident 2 automatically upon the pay period following completion of their introductory period or sooner when they become fully competent and independently take a full patient assignment in all units to which they may be assigned.

2.11 **Fellow.** Registered nurse with more than twelve (12) months of nursing experience, but new to specialty of hire.