LETTER OF AGREEMENT

SEXUAL ASSAULT NURSE EXAMINER PROGRAM (SANE) PROGRAM

Providence Newberg Medical Center ("the Medical Center") and Oregon Nurses Association ("ONA") have met and discussed the Sexual Assault Nurse Examiner (SANE) compensation at the Medical Center. This agreement will be incorporated into the Collective Bargaining Agreement when next negotiated.

Except as set forth or modified below, all other provisions of the collective bargaining agreement will apply:

SANE nurses work in this role on a voluntary basis.

SANE nurses are called to work on cases at various Providence medical facilities in the region: Providence Milwaukie Hospital, Providence Newberg Medical Center, Providence Portland Medical Center, Providence St. Vincent Medical Center Providence, and Providence Willamette Falls Medical Center. Other than specific modifications set forth herein, SANE nurses are paid according to their home facility’s collective bargaining agreement, regardless of location of work performed.

Compensation:

SANE Exams: SANE nurses that are contacted by the Medical Center for a SANE case will be paid at the call-back rate (time and ½ their hourly rate) plus incentive pay of $18.00 per hour for hours worked on weekdays; $19.25 on weekends and will be paid 12 hours of on-call/standby pay compensation (or more should the shift worked be in excess of 12 hours), in addition to being subject to the 3 hour call back pay provision of Appendix B Section A of the Collective Bargaining Agreement. SANE certified nurses will be eligible for certification pay in Appendix C - Certification regardless of primary department.

Standby/Call: SANE nurses will be paid the on-call/standby rate of pay for call shifts of $4.00/hr. or as otherwise later defined by the ONA/PNMC contract. Appendix B.

Shift Differentials: SANE nurses will be paid shift differentials according to Appendix A, Section F- Majority of hours worked between 3 pm and 11 pm - $2.10 per hour. Majority of hours worked between 11 pm and 7 am - $5.70 per hour, or as later defined by the ONA/PNMC contract.

Travel:

SANE nurses will receive mileage at the IRS rate for miles traveled (round trip) to a case at a Providence facility according to this mileage chart:

<table>
<thead>
<tr>
<th>Mileage Chart from PNMC - Round Trip</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukie</td>
</tr>
<tr>
<td>Portland</td>
</tr>
<tr>
<td>St. Vincent</td>
</tr>
<tr>
<td>Willamette Falls</td>
</tr>
</tbody>
</table>

Court Appearances: Overtime rate of time and ½ hourly rate

Training: Regular rate of RN’s primary position
Retroactive Pay: Retroactive pay for SANE RNs at the agreed upon SANE exam rate for independent evaluations and preceptored cases (not applicable to other training or class time) on or after December 14, 2018.

Trial Preparation: Regular rate of RN's primary position not to exceed 2 hours without SANE program nurse manager approval.

Description of SANE Responsibilities

- Obtain training and education consistent with the Oregon Attorney General Sexual Assault Task Force guidelines, with certification within one year of didactic training.
- Collaborate with a multidisciplinary team to collect medical forensic evidence in accordance with the OR-SATF guidelines for SAFE kit collection and SANE exam policies and procedures.
- Demonstrate compassion and caring to all patients, family members, visitors and community partners.
- Document all findings and interventions performed in a professional and thorough manner, in compliance with all required components of the standard of care for sexual assault patients.
- Provide evidence-based, trauma-informed care and consultation as the on-call specialist for Providence in the area of sexual assault.
- Maintain chain of evidence.
- Complete SAVE fund application with patient and seal medical records.

Commitment

- All work including work on an overtime basis is voluntary and has been agreed upon by the RN
- A cumulative total of 24-hours in call shifts in a scheduling period (shifts of 8 or 12 hours in duration as determined by management).
- Response time target is one hour to the unit from dispatch. Expectation that dispatch site is made aware of estimated arrival time and potential traffic delays.
- Availability for one recognized holiday a year.
- Availability for 1 weekend shift per scheduling period, as needed.
- Attend staff meetings and in-services as needed throughout the year.
- Maintain current SANE certification.
- Attend ongoing education and training opportunities.

PROVIDENCE NEWBERG MEDICAL CENTER

BY: Melissa A. Burns
Chief Operating + Nursing Officer
11-4-19

OREGON NURSES ASSOCIATION

BY: Jaclyn Pitman
Representative
November 4, 2019