LETTER OF AGREEMENT – RN CARE MANAGERS

Providence Portland Medical Center ("PPMC") and Oregon Nurses Association ("ONA") agree to the following provisions:

1. RN Care Managers (RNCM) will be covered by the parties’ existing collective bargaining agreement.

2. RN Care Managers will be paid as follows:
   a. Each nurse will be placed on the wage step that corresponds to their years of experience as a registered nurse in an acute care facility, including experience as a Care Manager. Any nurse that is currently being paid above this step will be held at that step until such time that their years of service match their wage step. No Care Manager will receive a reduction in pay.

3. RN Care Managers will be paid all applicable differentials in accordance with Appendix A of this collective bargaining agreement.

4. RN Care Managers who maintain either the Certified Case Manager or Accredited Case Manager certification recognized by the American Nurses Credentialing Center will be paid the differential in accordance with Appendix B of this collective bargaining agreement.

5. RN Care Managers will be eligible to participate in the bargaining unit’s Clinical Ladder program

6. RN Care Managers will accrue PTO according to the provisions of Article 5 of this collective bargaining agreement.

7. A department staffing plan or guideline shall be developed in collaboration with staff, subject to manager approval, and shall take into consideration
Social Workers and other non-RN staff—The Medical Center will adhere to the RNCM staffing plan or guideline which will establish a core number of staff per day, taking into consideration Social Workers and other non-RN staff, and taking into account census and acuity on the floors as well as the number of RNCMACM floats or helpers.

8. The Medical Center retains the ability to adjust an RN Care Manager’s shift length and days worked, but not FTE, based on operational and patient needs. Before making any such adjustments, the Medical Center will provide the affected nurse(s) with thirty (30) days’ notice of such change, and seek the agreement of the affected nurse(s).