

The Employer reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations.

**Memorandum of Understanding
Regarding Moving to Aligned PTO Plan**

Whereas the Parties to this agreement desire to move from a system of different time off banks to a PTO system, they therefore agree as follows:

- 1) Sixty days after ratification of the CBA:
 - a. All bargaining unit members time off will be pursuant to Articles III-B and IV-B of the CBA.
 - b. Any vacation hours an RN accrued under Article III-A will be credited to that RN's PTO bank.
 - c. Any sick hours an RN accrued under Article IV-A will be credited to that RN's EIT bank.
 - d. Articles III-A and IV-A will then be sunset and removed from the CBA.
 - e. Accruals of EIT under Art. IV-B stop.
- 2) Sixty days after ratification of the CBA, Article III-B §A (Accrual) will be replaced with the following:

- A. 1. Regular nurses with a full-time equivalent (FTE) status of at least 0.5, will accrue Paid Time Off (PTO) as follows:

Years of Service	Accrual per Hour	Accrual per Year**
	Worked*	
Less than 3 years	0.0961 hours	200 hours
3 to less than 5 years	0.1078 hours	224 hours
5 to less than 10 years	0.1154 hours	240 hours
10 to less than 15 years	0.1269 hours	264 hours
15 or more years	0.1346 hours	280 hours

*Not to exceed eighty (80) hours per pay period

**Based on a full-time (1.0 FTE) nurse

Accrual will cease when a nurse has unused PTO accrual equal to one and one-half (1 ½) times the applicable annual accrual set forth above, which is not prorated for nurses whose FTE status is less than 1.0.

- A. 2. **Accrual:** Regular nurses with an FTE status of 0.9, which includes those with work schedules consisting of three (3) days each week, with each workday consisting of a 12-hour shift, or four (4) days each week, with each workday consisting of a 9-hour shift, will accrue PTO as follows:

The Employer reserves the right to add, alter, amend, modify, substitute or withdraw any proposals during these negotiations.

Years of Service	Accrual per Hour	
	Worked*	Accrual per Year**
Less than 3 years	0.1004 hours	188 hours
3 to less than 5 years	0.1122 hours	210 hours
5 to less than 10 years	0.1197 hours	224 hours
10 to less than 15 years	0.1314 hours	246 hours
15 or more years	0.1389 hours	260 hours

*Not to exceed seventy-two (72) hours per pay period

**Based on a full-time (0.9 FTE) nurse

Accrual will cease when a nurse has unused PTO accrual equal to one and one-half (1 ½) times the applicable annual accrual set forth above.

3) Article 11 shall have the following sections added:

H. Short-Term Disability and Paid Parental Leave. Beginning sixty (60) days after ratification of this agreement, the Medical Center will provide an enhanced short-term disability benefit under its short-term disability policy, in which benefit-eligible nurses will be eligible for up to eight weeks of leave with 100% pay (offset by any wage replacement benefits the RN may qualify for) following the 7-day waiting period (when PTO can be used) and then 66.67% thereafter for a combined total of 26-weeks/180 days, including base pay plus all applicable shift differentials and certification pay, at the time of use. The Short-Term Disability/Paid Parental leave benefits provided by the Medical Center are company-provided paid benefits. The Short-Term Disability/Paid Parental Leave benefit will be offset weekly by Oregon Paid Leave benefits that the nurse is eligible for.

I. Oregon Paid Leave: The Medical Center, in alignment with the Oregon Paid Leave program, will continue the appropriate employee deductions and employer contributions into the program. The State benefits are managed by the State of Oregon. Nurses can apply directly with the State and any eligible payments will be paid directly from the State.

- 4) Accrued EIT will sunset and expire on the following schedule: ½ expires 6 months following ratification of the CBA; and ½ one year following ratification of the CBA.
- 5) One year following ratification, Article IV-B of the CBA will be sunset and removed from the CBA.