



Providence Willamette Falls Medical Center and the Oregon Nurses Association (ONA) have jointly agreed to resolve the grievance filed by the ONA on October 19, 2015 which asserted that bargaining unit nurses hired after April 19, 2011 were not accruing PTO and EIT appropriately on overtime hours under Articles 21B, Section 21.2 B. of the parties' collective bargaining agreement. We are happy to have worked together to create a resolution to this issue.

While both parties disagree whether there is a contractual responsibility to accrue PTO and EIT on overtime hours under Article 21B and Section 21.2 B. of the collective bargaining agreement, both parties believe that it is in everyone's best interest to resolve this issue amicably without proceeding to arbitration.

Both parties have negotiated what we believe is a fair resolution to the issue. The result of those negotiations are as follows:

1. Providence Willamette Falls Medical Center will credit the PTO and EIT banks of all current and former bargaining unit nurses hired after April 19, 2011 to reflect the PTO and EIT that would have accrued on overtime hours compensated by PWFMC for the period of October 5, 2015 through November 26, 2016. As a one-time exception for purposes of this settlement, the accrual caps set forth in the CBA will not apply to hours so credited.
2. Effective the pay period beginning November 27, 2016 and going forward, PWFMC will credit PTO and EIT on overtime hours worked by bargaining unit nurses hired after April 19, 2011 subject to the accrual caps set forth in the CBA.

Adjustments to PTO and EIT banks will be made available and visible in Employee Self Service and Kronos on Friday, August 4, 2017.

A handwritten signature in cursive script that reads "Lisa Halvorsen CNE".

Lisa Halvorsen, CNE
Providence

A handwritten signature in cursive script that reads "Chris Coleman".

Chris Coleman, ONA