Reorganization Agreement
August 13-14, 2018

PeaceHealth Riverbend Reorganization
Summer 2018
**AMENDED 9/10/2018**

PeaceHealth Sacred Heart Medical Center at RiverBend ("Medical Center") will reorganize the provision of nursing care as follows:

1. In the following departments, the Medical Center will post current vacancies, as of the conclusion of RiverBend Reorganization negotiations, as 12-hour shifts:

   Units:
   
   i. Mother Baby Unit
   ii. Pediatrics
   iii. OHVI 4
   iv. OHVI 5
   v. 7 Oncology
   vi. 6 Ortho

   (A) Nurses will be allowed to select those shifts on a voluntary basis. Positions will be posted for (7) days for internal in-unit applicants. The position information will be provided to the Association prior to posting. These positions would only be open for internal, in-unit applicants and be filled by seniority. The posting shall include the FTE and shift for each position; information regarding anticipated scheduled days off for each position will be made available to any interested applicant.

   (B) Any positions that are currently vacant and are not filled due to a lack of applicants shall be open to internal transfers from other units or external candidates. The internal candidates will have preference over external candidates and the vacancies shall be filled according to Article 13.1 and 13.2 of the Collective Bargaining agreement.

   (C) An ONA staff representative or Executive Committee member will be assigned to work with the unit manager to facilitate the process for these postings and awarding of positions.

   (D) Nurses currently working in 12 hour shifts in 8 Medical, 7 Surgical, and 6 Neurology will be given a one-time opportunity to change from a 12-hour shift to an 8-hour shift length position in their home unit with a FTE +/- 4 hours of their current FTE; Nurses that are currently working 12-hours day shift positions shall be able to choose 8-hour day or evening shift positions and nurses that are currently working 12-hour night shift positions shall be able to choose 8-hour evening or night positions.

   (E) Following the conclusion of the 2018 RiverBend reorganization negotiations, and moving forward, if an 8-hour shift becomes vacant, it will be posted internally for 7 days as an 8-hour shift. If there are no internal applicants, the position can be re-posted as a 12-hour shift up to a maximum of 35% total 12-hour shifts. However, this provision shall not apply to those
Reorganization Agreement  
August 13-14, 2018

departments that currently have more than 35% of their current shifts scheduled on a 12-hour shift basis (7 Surgical, 8 Medical and Neuro), which shall maintain their current level of 12-hour shift positions, not to exceed 50% and the Labor & Delivery Unit, which shall maintain its current level of 12-hour shifts, not to exceed 45%. Charge Nurse positions shall be included in the calculation of the percentage of 12-hour shifts.

(F) Following the conclusion of the 2018 RiverBend reorganization negotiations, if a 12-hour shift become vacant it can be posted as a 12-hour shift up to the maximum of 35% 12-hour shifts. However, this provision shall not apply to those departments that currently have more than 35% of their current shifts scheduled on a 12-hour shift basis (7 Surgical, 8 Medical and Neuro), which shall maintain their current level of 12-hour shift positions, not to exceed 50% and the Labor & Delivery Unit, which shall maintain its current level of 12-hour shifts, not to exceed 45%. Charge Nurse positions shall be included in the calculation of the percentage of 12-hour shifts.

(G) The parties agree and acknowledge that all provisions of the collective bargaining agreement remain in full force and effect.

2. Charge Nurses in the following departments shall move to a 12-hour shift length model.

   i. PEDS
   ii. Mom Baby
   iii. OHVI 4
   iv. OHVI 5
   v. 7 Oncology
   vi. 6 Ortho
   vii. 8 Medical
   viii. 7 Surgical
   ix. 6 Neuro
   x. Emergency Room
   xi. Labor and Delivery

(A) The Medical Center will maintain a five or six Charge Nurse model, unless otherwise decided by the consensus of the Medical Center, the Charge Nurses, the UBPC, and the Association.

(B) Any Charge Nurse who must reduce his or her overall hours of work by virtue of the reorganization in Section 2(B) will be offered additional scheduled hours on a shift of their choosing as a staff RN, but at Charge Nurse pay, so as to be kept whole.

(C) Any charge nurse not wanting to work a 12-hour charge nurse position may be awarded an 8-hour or 12-hour shift staff nurse position within their current unit, within a FTE +/- 4 hours of their current FTE, and shift.
Reorganization Agreement
August 13-14, 2018

(D) Any charge nurse desiring to leave the Medical Center’s employment as a result of these changes may select severance in accordance with the Employer’s Severance Policy. The severance pay shall be calculated based on the current grandfathered rate of benefits.

(E) Any Charge Nurse that accepts a 12-hour shift Charge Nurse position as a result of the reorganization will maintain the rights listed in 2(C) for nine (9) months following the implementation of the reorganization.

(F) Charge Nurses that elect to bid on a 12-hour Charge Nurse position will be able to bid on the available positions as determined in Section 2(B). This will be treated as a Charge Nurse Reorganization with rules negotiated as to bidding rights, displacement rights, etc. with a team of Charge Nurses, Medical Center representatives, and ONA representatives.

3. Eliminate the position of Resource and Discharge Staff RNs.
   Units:
   i. OHVI 4
   ii. OHVI 5
   iii. 7 Oncology
   iv. 6 Ortho
   v. 8 Medical
   vi. 7 Surgical
   vii. 6 Neuro

(A) Based on the UBPC’s assessment of patient care needs, a daily assignment of a Resource Nurse may be incorporated in the unit staffing plan.

(B) The current Resource or Discharge Nurse positions will be eliminated effective September 7, 2018. With the exception of OHVI 4, these nurses will be given layoff rights under Article 14. In addition to the Article 14 Workforce Reduction rights, the nurses will be guaranteed a position in their home unit with an FTE +/- 4 hours of their current position and to maintain their current benefit level. The laid off nurse may select a 12 or 8-hour shift length position on day/evening shift.

(C) For OHVI 4, the nurses that are currently in the Discharge/Resource Nurse position will maintain their current FTE, shift and pattern as a staff nurse in their unit.

(D) Any displaced nurse can ask for a meeting with HR and ONA representatives to discuss their options prior to the September 7 deadline.

(E) Nurses shall receive notification of the position elimination, ability to request a meeting and agreed upon rights with a minimum of 14 days’ notice. The notice shall be emailed to the nurse and the Association in addition to being sent via certified mail.

4. Per Diem Nurses: All current per diem nurses will remain in 8-hour shift positions, except that a current per diem nurse may voluntarily take a 12-hour shift position. Future per diem
Reorganization Agreement
August 13-14, 2018

positions may be posted as 12-hour shifts up to a maximum of 35% of the total per diem positions in the unit.

5. Meal and Breaks: A meal and break plan will be developed and implemented by each Unit Based Practice Council (UBPC) that provides for adequate break coverage, by December 31, 2018.

6. By October 30, 2018, the Medical Center will provide the Association with the current hourly shift structure of all RiverBend Nursing Units. The parties mutually agree that there will not be any additional unit reorganizations during the term of the Collective Bargaining Agreement that expires on March 15, 2019.

7. Implementation: The transitions identified above will take place in the following order:

(A) Resource and Discharge Nurses impacted by section 3 will make their decision regarding layoff options by September 7. They will start Cycle 12.

(B) Charge Nurses will make decisions on their options as determined by the Reorganization Committee (section 2(F)).

(C) Nurses who wish to participate in the opportunity referenced in 1(D) will notify the Medical Center by September 7 of their selection and will start their 8-hour shift position on September 30 by September 14 of their selection and will start their 8-hour shift position on October 28. (modified on September 10, 2018)

(D) Posting of positions referenced in section 1(A) and (B) will occur after A through C in this section is complete.

SACRED HEART MEDICAL CENTER

By: [Signature]
Date: 9-12-2018

OREGON NURSES ASSOCIATION

By: [Signature]
Date: [Signature]