PROFESSIONAL AGREEMENT

Between

OREGON NURSES ASSOCIATION

and

SAMARITAN ALBANY GENERAL HOSPITAL

October 16, July 1, 2017 through June 30, 2020

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PROFESSIONAL AGREEMENT

THIS PROFESSIONAL AGREEMENT, entered into between SAMARITAN ALBANY GENERAL HOSPITAL of Albany, Oregon, hereinafter referred to as “the Hospital,” and OREGON NURSES ASSOCIATION, hereinafter referred to as “the Association.”

ARTICLE 1 – PURPOSE

The purpose of this Agreement is to:

1. Provide an orderly collective bargaining relationship between the Hospital and the Association representing the employees in the bargaining unit;

2. To promote equitable and harmonious relationships between the Hospital and the nurses covered hereunder; and

3. To make clear the basic terms upon which such relationship depends.

All relationships are to be guided by the core values of Samaritan Health Services; leadership, respect, excellence, integrity, stewardship, compassion and service. It is the intent of both the Hospital and the Association to cooperate to provide and maintain satisfactory terms and conditions of employment; to prevent, as well as adjust, misunderstandings or grievances relating to employment; to maintain efficient operations and to work toward improved patient care through effective nursing practices.

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ARTICLE 2 - RECOGNITION AND MEMBERSHIP

A. The Hospital recognizes the Association as the exclusive bargaining representative of all staff nurses for the purpose of collective bargaining with respect to salaries, hours of work and other terms and conditions of employment. A staff nurse is defined as a full-time, part-time, per diem, temporary nurse or Oncology Infusion nurses (other than a supervisory nurse) who is primarily engaged in patient care and whose work requires a current Oregon registered nurse license.

B. The Association shall provide each new nurse with a copy of this agreement.

C. Definitions:

1. Regular Nurse - Any nurse regularly employed full or part-time.

2. Full-Time Nurse — A full-time nurse shall be defined as any nurse who holds a .9 FTE to 1.0 FTE and who is regularly scheduled to work thirty-six (36) hours per week to forty (40) hours per week. Any nurse who is regularly scheduled eighty (80) hours per two-week pay period throughout the year. Any nurse regularly assigned to work twelve (12) hour shifts shall be considered full-time if working seventy-two (72) hours per two (2) week pay-period throughout the year.

3. Part-Time Nurse — A part time nurse shall be defined as any nurse who holds a .1 FTE to .89 FTE and who is regularly scheduled to work eight (8) hours per week to thirty-five (35) hours per week. For the purpose of determining benefit eligibility, nurses working .8 and above shall be granted benefits consistent with full-time employees as offered to the majority of SHS employees. Nurses working .5 to .79 shall be granted benefits consistent with part-time employees as offered to the majority of SHS employees. Any nurse who is regularly scheduled to work less than eighty (80) hours per two (2) week pay period and who works consistently...
throughout the twelve (12) month period. Any nurse regularly assigned to
work twelve (12) hour shifts shall be considered part-time if working less
than seventy-two (72) hours per two week pay period throughout the year.
Part-Time nurses who are regularly scheduled to work less than twenty
(20) hours per work week shall not receive any additional fringe benefits
except as specifically provided for herein.

4. Per Diem and Temporary Nurses-
   a. Per Diem nurses are those who work on an as needed basis as
determined by the employer. Upon hire or transfer, the nurse is
assigned to a home department and may be floated according to
float guidelines. Per Diem nurses will be assigned to a forty (40)
hour work rule and must work variable lengths of shifts and will
receive overtime on the basis of the length of the shift posted to
which they agreed upon or forty (40 hours in a work week.)

   b. Per Diem Nurses who for the previous six (6) nine (9) months have
on average worked forty (40) hours or more per pay period will
upon request be granted health insurance and TSA, appropriate to number of hours worked. These nurses will forfeit
the Per Diem differentials in lieu of health insurance and TSA.
Nurses must maintain the forty (40) hours per pay period average
which will be reviewed on a quarterly basis in order to remain
eligible for these benefits.

5. Temporary Nurses:

   ac. Temporary nurses are those who are hired by the Hospital as
employees for a temporary period not to exceed six (6) consecutive
months.
b. An Agency Nurse is defined as a short-term nurse who is contracted by the hospital from an agency to fill immediate needs or holes in a schedule.

c. A Traveler nurse is defined as a short-term nurse who is contracted by the hospital and generally fulfills a contract for a specific number of weeks e.g. a thirteen (13) week assignment.

6. Charge Nurse - A nurse who performs assigned clinical functions in addition to serving as a resource regarding patient care/unit specific needs per the job description.

   a). The Hospital and the Association agree that Charge Nurses will remain in the ONA bargaining unit during the term of this agreement.
   b). If the Charge Nurse is unable to complete their Charge duties, they will work with their manager towards an equitable solution.
   c). Primary Charge Nurse positions vacant due to vacations/illness will be filled in the following order:

       1. Primary Charge Nurse-on a regularly scheduled shift.
       2. Secondary Charge Nurse-on a regularly scheduled shift.

   d). A minimum of three (3) months primary status within the nurse’s home department will be required for charge role at Samaritan Albany General Hospital.
   e). The Charge Nurse will act as a liaison between staff and management in identifying staff/departmental needs and communicating with the manager to resolve issues in a timely manner. Charge Nurses do not enact disciplinary actions.

7. Preceptor Nurse: A staff nurse who has met the eligibility requirements and has received the additional training to act as a preceptor.
D. Each nurse covered by this agreement shall at all times have in writing in their personnel file the status (full-time, part-time, etc.) of their position. This file shall be made available to that nurse upon request to the Human Resources Department. All benefits, hours scheduled and rates of pay will be based upon their written status. Status of any nurse may not be changed without prior notification of the nurse involved.

E. 1. The Hospital will deduct Association membership dues from the salary of each nurse who voluntarily agrees to such deductions and who submits an appropriately written authorization for the Hospital setting forth standard amounts and times of deduction. Deductions shall be made each pay period and remitted to the Association together with the names of those who authorized deductions.

2. All employees who are hired on or after July 1, 1976, must become members of the Association within thirty-one (31) days after beginning their employment. These employees and all present employees who are members of the Association must maintain such membership as a condition of employment for the duration of this agreement.

3. In order to safeguard the rights of non-association of nurses based on bona fide religious tenets or teachings of a church or religious organization of which a nurse is a member, that nurse may exercise the choice of joining the Association or to pay an amount of money equivalent to regular Association dues, to a non-religious charity mutually agreed upon by the nurse and the representative of the Association. Payments are to be made on a regular monthly basis or in advance and receipts sent to a designated Association representative.

4. Nurses who are required hereunder to maintain membership and fail to do so, and nurses who are required hereunder to join the Association or pay
1. to a charity and fail to do so, shall be terminated upon notice of such fact in writing from the Association to the Hospital.

2. 5. It is understood and agreed that the Association will indemnify and save the Hospital harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of action taken or not taken by the Hospital in connection with, this Section E. Errors in deduction of Association dues shall be corrected no later than the first pay period following notification of such errors.

6. The Hospital will, upon request, provide thirty (30) minutes during new hire site specific nursing orientation for a bargaining unit nurse designated by the Association to discuss, contract and Association membership matters with orienting nurses. Hospital will notify designated ONA chair as soon as reasonably practicable prior to scheduled orientation.

F. Duly authorized representatives of the Association may visit the Hospital at any reasonable time to carry out the Association’s duties as the collective bargaining representative, provided that they first inform the Vice President of Patient Care Services Nursing Services or the Hospital Human Resources Director of their presence and purpose of such visit, and the Hospital may exercise reasonable control over the times and places for such visits in accordance with its operating needs. The Association shall be allowed reasonable use of the Hospital facilities for contract administration meetings. However, any scheduling must be done through the Administrative Secretary.

G. Hospital will furnish to the unit chairman and Association semi-annually (January and July) a list of all staff nurses covered by this Agreement with their names, addresses, status (i.e., full-time, part-time, or per diem), pay rates, employee identification numbers, department names, shifts, and hire dates. Hospital will also furnish to the unit chairman and Association each month a list of such
nurses who terminated and the names, addresses, status (i.e., full-time, part-time, or per diem), assigned nursing service department, and employee identification number, of staff nurses newly hired in the preceding calendar month.

H. The employer will allow designated unit representative paid Union time when representing bargaining unit members at management called investigatory and disciplinary meetings.

If a nurse serving on the bargaining team is scheduled to work on a negotiation day they will be given mandatory absence hours.

J. “Variable shift/position” is a nurse who is assigned to work variable day shifts prior to 1259 or variable night shifts after 1300 or a variable/variable is a combination of days/night. Nurse will have a signed document (e.g., a job application or status change) of understanding which states position/shift prior to starting. A nurse assigned a variable shift/position will also be assigned to a full-time or part-time status, unless the nurse is a per diem.
ARTICLE 3 - MANAGEMENT RIGHTS

All powers, authorities, functions and rights not specifically and expressly restricted by this agreement are retained by the Hospital. All policies, practices and procedures not covered by this Agreement shall continue to be subject to exclusive management control.
ARTICLE 4 - PROFESSIONAL NURSING CARE COMMITTEE AND CONTINUING EDUCATION

A. **Recognition** - A Professional Nursing Care Committee shall be established at the Hospital.

B. **Responsibility** - The Hospital recognizes the responsibility of the Committee to recommend measures objectively and to improve patient care and will duly consider such recommendations and will so advise the Committee of action taken.

C. **Objectives** - The objectives of the Committee shall be:
   1. To consider constructively the practice of nurses;
   2. To work constructively for the improvement of patient care and nursing practice;
   3. To be responsible for equitable distribution of continuing education funds.
   4. To recommend to the Hospital ways and means to improve patient care; and
   5. To exclude from any discussions any matters involving the interpretation of the agreement.

D. **Composition** - The Committee shall be composed of four (4) registered nurses employed by the Hospital and covered by this agreement. The Committee members shall be appointed by the ONA Executive Team at the Hospital.

E. **Frequency of Meetings** - The Committee shall schedule regular meetings not to exceed two (2) meetings per month. Each of the four (4) appointed Committee members shall be entitled to three (3) paid hours per month at their straight-time rate for the purpose of attending Committee meetings. Such
meetings shall be scheduled so as not to conflict with the routine. The Committee shall prepare an agenda and keep minutes of all meetings, copies of which shall be provided to the Bargaining Unit Leadership, Vice President of Patient Care Services, and the Association. The PNCC agenda and minutes shall be posted on the nursing units.

F. Special Meetings - The hospital administration may request special meetings with the Committee, but such meetings shall not take the place of the regularly scheduled meetings of the Committee.

G. Time spent in meetings of all other committees required by the Hospital shall be compensated for at the nurse's regular rate of pay.

H. Nurse Staffing Discussions - The Committee may request meetings with the Vice President of Patient Care Services to discuss release of staff for educational opportunities. Such recommendations shall be given due consideration by the Vice President of Patient Care Services. The VP must respond in writing to written recommendations from the PNCC within a fourteen day period.

I. PAID EDUCATIONAL LEAVE

1. Paid educational leave shall be granted for voluntary educational opportunities designed to improve the practice of nursing at the Hospital. The Professional Nursing Care Committee (PNCC) in cooperation with the Staffing Office may approve nominees for paid educational leaves. Nurses returning from a paid educational leave may be required to make a written or oral presentation to the nursing staff.

2. During each calendar year, each nurse shall, upon request, be entitled to forty-hours (40) of voluntary educational leave to attend an educational program or sit for examinations leading to certifications related to nursing that have been approved in advance by the PNCC. The Hospital shall
provide the following amounts for registration, examination fees and expense reimbursement related to educational leave: $25,500 for the year beginning January 1, 2015; $25,500 for the year beginning January 1, 2016 and $28,000 for the year annually beginning January 1, 2018.

Hospital required classes shall not be deducted from a nurse’s paid educational leave. The Hospital agrees to consider approving requests for additional funds above the allotted annual amount for educational purposes on an individual basis.

3. The PNCC will provide an annual report to the Hospital VP of Patient Care Services on the use of the funds by January 30th. The annual report shall list total number of nurses utilizing the fund, nurses’ names, the number of education days utilized, and the total dollar amount expended. Two (2) PNCC members may receive two (2) additional paid hours in January for the purpose of preparing the annual report. Each January and anytime PNCC members change, ONA will notify the Hospital in writing.
ARTICLE 5 - PROFESSIONAL DEVELOPMENT

A. The Hospital shall provide counseling and evaluation of the professional performance of each nurse covered by this agreement not less than once per year.

B. The Hospital shall maintain a continuing in-service education program that is not in conflict with specific requirements for in-service programs which are issued by the appropriate accrediting organization of Hospitals.

C. In the event a nurse is authorized by the Hospital to attend in-service education programs, the nurse shall be compensated for time spent at such programs at the nurse's established rate of pay. Prior approval must be secured by each nurse before attending in-service education programs.

D. Each nurse may, upon request, be granted forty (40) hours' paid education leave per year to attend educational conferences recommended by the Professional Nursing Care Committee and approved by the Hospital administration. Nurses may take hours from the forty (40) hour eligibility in increments matching the nurse's regularly scheduled shifts. Education leave days are to be considered as on-duty time and, except when necessary in cases of unavailability of sufficient staff, shall not be scheduled for the express purpose of occurring on days off. Such days are considered as duty time for purposes of PTO and pension accrual. Travel, meals and lodging expenses shall be paid by the Hospital on a usual, customary and reasonable basis. The nurse upon return shall, upon request, make a written or oral presentation to the nursing staff.

1. In the case of an education leave of ten (10) days or more, payment of education leave and travel, meals and lodging expenses shall be conditioned on successful completion and continued employment for one (1) year. To obtain such payment, the nurse shall execute a payroll deduction authorization for repayment if conditions are not met.
2. In the case of an education leave of four (4) consecutive days or more, up
to nine (9) consecutive days, payment of education leave and travel,
meals and lodging expenses shall be conditioned on successful
completion and continued employment for six (6) months. To obtain such
payment, the nurse shall execute a payroll deduction authorization for
repayment if conditions are not met.

E. Hours used for attendance for or maintenance of required certifications (for
example, BLS, ACLS, NRP, and TNCC) or mandated Safety Fair, Competency
Days, and other mandated educational programs will not be counted in the forty
(40) hours. Mandatory SHS education must be done either online or at any SHS
facility. If a nurse chooses to complete an SHS offered mandatory competency
outside SHS at their convenience, PNCC monies will apply (e.g. ACLS or PALS
including registration/re-certification fees). Any extenuating circumstances must
be preapproved by the manager. Payment for hours will be equivalent to the time
paid for Samaritan Professional Development classes. Nurses must use the time
and attendance process to account for all time spent in education. Travel, meals
and lodging expenses shall be paid by the Hospital on a usual, customary and
reasonable basis. The first year a nurse obtains ACLS certification it may be
done in a two day class setting. On recertification the RN may choose to take a
class with the Hospital contributing the same dollar cost of the online course and
a maximum of eight (8) hours of education time.

F. The Educational Reimbursement Policy of Samaritan Health Services will apply
to Registered Nurses.

G. Paid educational leave can be taken for independent online learning approved
by the manager. One (1) hour of paid educational leave will be granted for each
CEU hour successfully completed and documented. Online learning may occur
during work hours if approved by the manager/supervisor. The nurse must
transfer time to Education/In-service/Workshop time and may not be counted towards eligibility for overtime.

H. A full-time nurse granted an education day on the nurse’s regularly scheduled day of work or through schedule adjustment to meet FTE shall be compensated for all hours that the nurse otherwise would have worked. A part-time nurse granted an education day on the nurse’s regularly scheduled day off and Per Diem nurses will be compensated for actual hours attended at education days.
ARTICLE 6 - EQUALITY OF EMPLOYMENT OPPORTUNITY

Samaritan Albany General Hospital shall be in compliance with all state and federal regulations regarding discrimination. Not discriminate in employment practices because of race, color, religion, sex, age, disability, national origin, sexual orientation, marital status, family relationships, or association with any of the above. The parties agree that there shall be no discrimination against any nurse on account of membership or lack thereof in or lawful activity on behalf of the Association. It is specifically and expressly understood that taking an alleged violation of this article to arbitration constitutes an election of remedies and a waiver of any and all rights by the appealing party, the Association and all persons it represents to litigate or otherwise contest the appealed subject matter in any court or other available forum. Likewise, litigation or other contest of such alleged violation in any court or other available forum shall constitute waiver of arbitration.
ARTICLE 7 - HOURS OF WORK AND OVERTIME

A. The basic workweek shall be forty (40) hours in seven (7) consecutive twenty-four (24) hour periods. Or a variation totaling eighty (80) hours in fourteen (14) consecutive twenty-four (24) hour periods. The workweek shall be defined as Monday through Sunday so long as SHS defines it as such.

B. Except as otherwise agreed upon, the workday shall be eight (8) hours, ten (10) hours, or twelve (12) hours plus one-half (1/2) hour unpaid meal period. The Association will be notified of such agreed upon exceptions at least ten (10) days before implementation. The Hospital and the nurses shall be responsible for working together to arrange suitable meal and rest periods, according to state and federal law.

C. Nurses covered by this agreement shall be paid at one and one-half (1-1/2) times their regular straight-time rate of pay for all hours worked in excess of one (1) of the following:
   1. Hours worked in excess of eight (8) hours, ten (10) hours, or twelve (12) within a twenty-four (24) hour period commencing at the beginning of the nurse's first shift.
   2. Hours worked in excess of forty (40) hours per work week (or eighty (80) hours per pay period, where applicable), beginning at 12:01 a.m. Monday.

D. Compensable overtime must be properly authorized in advance or as soon as practicable if the nature of such overtime is such that advance authorization is impractical.

E. One fifteen (15) minute rest break period shall be allowed for each four (4) hour period of work. Restrooms and lockers shall be provided by the Hospital.
F. Work schedules or two (2) pay periods shall be prepared and posted electronically two (2) pay periods in advance of the schedule. Changes in posted electronic schedules shall not be made without mutual agreement of the Hospital and the affected nurse unless specified in other sections of this Agreement. Nurses may electronically request trades in their schedules when such trades will not result in overtime or premium pay obligations which would not otherwise have existed. Trades may not result in an imbalance of core or primary staffing. The Hospital shall respond to such requests within seven (7) days after receipt.

G. Every full-time and part-time nurse covered by this agreement shall share in the responsibility of working weekends. Hospital will allow regular nurses every other weekend off (except per diem -RNs), or three (3) out of five (5) weekends off for those RNs working twelve (12) hour shifts. In the event nurses are not scheduled every other weekend off, Hospital shall meet with the nurses concerned to discuss the reasons. The provisions of this paragraph may be waived by mutual agreement in writing of the nurse and Hospital. Copies of such waivers signed after the effective date of this Agreement will be sent promptly to the Association. A weekend means Saturday and Sunday for day and evening shifts; and Friday and Saturday for night shift.

H. Per Diem Nurses receive a list of open shifts four weeks prior to schedule publishing, and must sign up for the entire shift as posted. For the purpose of continuity of care, preference will always be given to the nurse signing up for entire shift as posted. Once a per diem nurse has accepted a shift and it is scheduled, fulfillment of that shift will be subject to the same attendance requirements for the shift as would a full or part-time nurse.

1. Per Diem nurses assigned to inpatient departments are required to be available to work one (1) holiday per calendar year, six (6) weekend shifts and fourteen (14) weekday shifts per six (6) months that the hospital has identified on the open shift or “needs” list. (Surgical Services and...
Outpatient Hospice Services requirements are located in their respective articles.

2. Per Diem nurses assigned to Surgical Services shall be required to be available to work a minimum of fourteen (14) shifts per six (6) month period which have been identified on the open shift or “needs” list. Per Diem nurses may elect to take call. Moved to Article 21

3. Per Diem nurses assigned to Outpatient Home Hospice are required to be available to take six (6) on-call periods (up to twenty-four (24) hours) or scheduled weekend shifts per six (6) months, one (1) holiday on-call per calendar year and twelve (12) weekday shifts per six (6) months which have been identified as “needs” shift. Moved to Article 22

I. Nurses who are scheduled to report to work for a shift when no work is available shall be paid an amount equivalent to four (4) hours’ pay at their regular rate (plus applicable differential) unless the nurse volunteers to leave before four (4) hours and waives the four (4) hours of pay and duly reports off to their immediate supervisor before leaving the facility. If the Hospital fails to contact the RN prior to their arrival, and it has been determined by the supervisor that the RN is not needed to maintain safe staffing levels, the RN may leave immediately and still be compensated for two (2) hours of pay. This provision shall not apply (1) if the Hospital, at least two (2) hours before the shift begins, attempts to notify the employee or some person of suitable age or discretion at the telephone number which the employee has given the Hospital for reaching the employee that the employee will not be needed; or (2) if the employee has not given the Hospital an operating telephone number where the employee can be reached.

J. In order to decrease the number of telephone calls made to nurses at home, the parties agree to the following measures. Nurses will notify the Nursing Supervisor at least three (3) hours prior to the start of their shift any time they will
not be able to report to work and the Nursing Supervisor or Staffing Office will notify the nurses at least two (2) hours prior to the start of their shift if they will not be needed to report for work. Nurses are strongly encouraged to take advantage of the opportunity to sign up for extra work generally or on specific days or shifts; to sign up to volunteer for cuts, if needed, and/or to sign up for being unwilling to volunteer for extra work or cuts if that is the case. If sick calls are received after the two (2) hour shift reduction time limit, nurses who have been cut from a regularly scheduled shift will be notified that work is now available and if they choose to come in at straight time pay, the entire shift will be paid.

K. Mandatory Absence is defined as: Cancellation from a regularly scheduled shift, paid at the regular rate, which is part of the nurse’s FTE. Cancellation may be the entire shift or a portion of a shift.

Temporary Staffing Reductions: The Hospital maintains responsibility for determining a sufficient number of nurses who have demonstrated the necessary skills to care for the represented patient population.

Definitions:
1. Mandatory Absence (MA)—Involuntary cancellation from a regularly scheduled shift, paid at the regular rate, which is part of the nurse’s FTE. Cancellation may be the entire shift or a portion of a shift.

2. Voluntary Absence (VA)—Voluntary cancellation from a regularly scheduled shift, paid at the regular rate, which is part of the nurse’s FTE. Cancellation may be the entire shift or a portion of a shift.

L. Nurses scheduled to work, but assigned to on-call in lieu of such work, will be paid $4.5000 for each hour of such scheduled on-call. Holiday on-call will be compensated at the rate of $5.5000 per hour effective July 1, 2014.

1. When the Hospital intends to assign nurses to on-call in lieu of scheduled work, it will first notify the involved nurses of its intent. Preference for such on-call assignments will be given to volunteers.
2. If a nurse is called back to work while on such scheduled on-call, the nurse will be paid for each hour actually worked on the call-back at one and one-half (1-1/2) times the nurse’s regular straight-time hourly rate of pay.

3. If a nurse is on call, any hours not actually worked may be compensated through the use of accrued PTO.

4. If a nurse is called back to work while on such scheduled on-call the nurse will be paid the appropriate shift differential at one and one-half (1 ½) times the regular differential rate. (This also applies to callback in Articles 21 and 22.)

5. A regular nurse will not be mandatorily lose more than a total of twenty-four (24) hours (in four (4) hour increments) of regularly scheduled work hours per pay period, cut more than one (1) shift per pay period and will not be assigned, on call in lieu of scheduled work more than one shift per pay period, not including shifts when the nurse volunteers. Nurses who have reached their maximum twenty-four (24) hour cut hours mid shift will be given the option to return to work in place of the next least senior nurse (who has not reached maximum cut hours) or stay home on voluntary cuts/standby for the remainder of the shift. The nurse will be responsible to track their hours and notify the staffing office/supervisor before the shift if their maximum cut hours will be reached during that shift. Once a nurse has fulfilled such obligation, the assigned cut/on-call will be given to the next least senior nurse on that shift. In the event that the scheduled nurses have all been assigned cut/on-call according to seniority in one pay period, the rotation will begin again. A cut or on-call shift will be defined as a minimum of 8 hour but not more than 12 hours of scheduled work.
M. There shall be no pyramiding of one and one-half (1-1/2) or greater premiums or overtime. No pyramiding means that no more than one (1) rate of pay will be paid on any hour worked, unless identified by a specific provision of this agreement and any hour for which such a premium is payable under any provision of this Agreement shall not be counted again in determining whether such a premium or overtime should be paid for it or any other hour.
ARTICLE 8 - PAID TIME OFF

A. Purpose

PTO is for the nurse to utilize as the nurse determines it best for their his or her own personal needs or desires, in accordance with the following provisions. PTO is in lieu of sick, holidays and vacation.

B. Coverage

All full-time and all part-time nurses assigned to work twenty (20) hours per week or more shall be eligible for PTO. This plan does not apply to per diem or temporary nurses.

C. Scheduling

1. PTO days, with the exception of illness, must be scheduled far enough in advance so as to provide for adequate staffing.

   a. Time off request during a posted schedule:

      For any requested time off of two one (24) shifts or less day, the request must be submitted via the electronic scheduling system at least two (2) weeks, prior to the requested day, but not more than three (3) months, prior to the requested time off, it being understood that the earliest requests will receive more favorable consideration. If requests for the same time off are submitted on the same date by persons in the same department and shift, and the employees involved are unable to effect a suitable compromise, preference will be based on the flip of a coin.

      b. Future published schedules:

      For any requested periods of time off, of more than one (1) day but less than five (5) days, the request must be submitted via the electronic scheduling system prior to the next posted schedule, at least two (2) weeks, but not more than six (6) months, prior to the requested time off, affected work days.
c. It is understood that sections C (1) (a) and (b) above describes the process for requesting time off (subject 1 (h) below) and nothing herein prohibits a manager of the Staffing Office from using discretion to approve any other requested time off. It is understood that the earliest request will receive more favorable consideration. In the cases of the same minute receipt, preference will be given to the more senior employee. For periods of time off of five (5) days or more, the request must be submitted via the electronic scheduling system at least six (6) weeks, but not more than six (6) months, prior to the affected work days.

d. All time off requests will be responded to within ten (10) calendar days of receipt not including the automated response. Initial response to include one of the following:

1. Approval of PTO

2. Denial of PTO

3. Pending approval or denial, based on ability of coverage. (If a pending approval or denial is given, it must be finalized no later than twenty-one (21) days after the initial request is submitted.)

d. If requests under subsections b and c above are submitted for the same time off by persons in the same department and shift, and the employees involved are unable to affect a suitable compromise, preference will be given to the request(s) which is actually received earliest; except in cases when such requests are received on the same date. In cases of same date receipt, preference will be given to the most senior employee, except that seniority preference shall not apply if a junior nurse accurately objects in writing immediately.
after being notified of the conflict that the more senior nurse(s) has previously used his/her seniority for this purpose at any time within the preceding three (3) years. In such circumstances, the conflict will be resolved by a flip of a coin. Seniority for this purpose is defined as the length of continuous employment by the Hospital of a type covered by this Agreement.

e. The nurse must have sufficient accrued PTO, or will have sufficient accrued PTO by the affected day(s) to actually request time off. Scheduled PTO may be rescinded at any point if sufficient PTO cannot be accrued to cover the requested absence. The Hospital will review approved PTO requests no later than eight (8) weeks prior to the effected pay period. As soon as it becomes evident (including prior to the eight (8) week mandatory review) the RN will not have sufficient PTO to cover the requested absence, the PTO will be rescinded and the next RN with a denied request will be offered that time off. Time off will be scheduled after taking into consideration departmental staffing needs and employee preference. Nurses will be informed of the status of their requests as soon as possible. Once time off has been granted under this article, it will not be cancelled, unless agreed to by the nurse and the Hospital.

f. PTO which occurs during the pay periods containing Spring Break, Thanksgiving, Christmas Day, Christmas Eve, and New Year’s Day will be arranged according to departmental staffing practice. Nurses will be notified no later than eight (8) weeks prior to the above mentioned holidays.

g. PTO request for the months of June, July and August will be limited to two (2) week blocks at a time so more nurses may enjoy a part
of the summer months off. Within three (3) months of the affected PTO dates, if no other employees in the department have requested the same time, additional time may be granted.

If there are time off request(s) for a specific date, at least one (1) of the requesting nurses for each shift and department will be granted that time off under either a or ba, b, or c, unless such grant would be to the only nurse regularly scheduled for that department and shift who would be available on that date. For the purpose of granting time off requests for departments with mid-shifts, shifts beginning prior to 1259 will be considered a day shift. Shifts that start at 1300 or later will be considered a night shift.

When a PTO request is submitted prior to schedule being published, the Hospital will make every attempt to grant such requests while maintaining core staffing levels. It is the responsibility of the Hospital to find a replacement for the nurse requesting PTO (i.e. Per Diem, Part-time, trades, schedule/pattern adjustments, floats etc.) If such a replacement cannot be found, the PTO request may be denied. See Article 8 C,1, hF.

After schedules are balanced (including utilization of all available staff i.e. (Per Diem RNs) and schedules are published and final, an RN who has requested, but who has been denied PTO for some part of the period covered by the schedule, may request an available Per Diem or Part-time RN to work the shift(s) in question so that the RN can take the PTO requested, but denied, provided the Per Diem RN is qualified to replace said RN. Once PTO is granted based on Per Diem RN acceptance of such request to cover, and the Per Diem or Part-time is available for such shifts, it will not be rescinded. The hours worked would not create any overtime payment to the Per Diem or Part-time nurse. The requesting nurse has
and uses PTO for the shifts taken off. The nurse requesting Per Diem or Part-time coverage for PTO must find replacement for all hours scheduled.

3. An employee who needs time off because of an illness or emergency must apply accrued PTO to such time off if the employee has more than forty (40) hours of accrued PTO. When taking time off for illness or emergency, the immediate supervisor must be notified at the earliest possible time of the employee’s inability to report for work. The ability to work regularly is a requirement for continued employment. This expectation will govern decisions on employees who repeatedly take time off for illness or emergency. Excessive use of time off for illness or emergency purposes may result in disciplinary action and the Hospital reserves the right to require reasonable proof of illness.

4. When an employee is eligible for Workers’ Compensation, the amount of PTO payable will be reduced by the amount of Workers’ Compensation received so that the daily pay does not exceed the regular pay when working a normal shift.

5. All employees will be expected to continue sharing the responsibility for working on holidays. Holidays include New Year’s Day, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, the day before Christmas Eve Day and Christmas Day. Hours worked on such holidays shall be paid premium pay at one and one-half (1-1/2) times the employee’s regular straight-time rate of pay. An hour worked on a holiday is defined as worked within the twenty-four (24) hour period from the 12 midnight when the holiday begins. Effective the first pay period following July 1, 2018, hours worked on such holidays shall be paid premium pay at one and one-half (1 1/2) times the employee’s regular straight-time rate of pay when the majority of hours worked fall on the holiday. The Holiday is defined as the twenty-four (24) hour period from midnight until 2359 on the date of the holiday.
6. A nurse that works an extra shift on a holiday will receive two and one-half times (2-1/2) the regular rate of pay. Effective January 1, 2019, a nurse that works an extra shift on a holiday will receive two (2) times the regular rate of pay.

7. When a nurse agrees to work an extra shift and is placed on standby, PTO will be accrued for those hours on standby.

### D. Accrual

1. Full-time and part-time nurses hired on or before July 9, 2014 shall accrue PTO at the applicable rates as set forth below, determined by the number of their hours worked, or scheduled but not worked because of low census days.

<table>
<thead>
<tr>
<th>Month of Service</th>
<th>Accrual Rates</th>
<th>Approximate Annual Accrual</th>
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<tbody>
<tr>
<td>1&lt;sup&gt;st&lt;/sup&gt; through 48&lt;sup&gt;th&lt;/sup&gt;</td>
<td>.1077 hrs per compensable hr</td>
<td>28</td>
</tr>
<tr>
<td>49&lt;sup&gt;th&lt;/sup&gt; through 108&lt;sup&gt;th&lt;/sup&gt;</td>
<td>.1269 hrs per compensable hr</td>
<td>33</td>
</tr>
<tr>
<td>109&lt;sup&gt;th&lt;/sup&gt; &amp; each month of svc thereafter</td>
<td>.1462 hrs per compensable hr</td>
<td>38</td>
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Full-time and part-time nurses hired on or after July 10, 2014 shall accrue PTO at the applicable rates as set forth below, determined by the number of their hours worked, or scheduled but not worked because of low census days.

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<th>Approximate Annual Accrual</th>
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<tr>
<td>1&lt;sup&gt;st&lt;/sup&gt; through 48&lt;sup&gt;th&lt;/sup&gt;</td>
<td>.0962 hours per compensable hour</td>
<td>25</td>
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2. Employees within the introductory period will accumulate, but are not eligible for PTO pay until they have completed ninety (90) days from their most recent date of employment.

3. An employee may accrue up to seven-nine-hundred-sixty (760) hours of PTO. **Effective the first pay period of 2017, the maximum accrual will become 760 hours.**

4. PTO pay will be computed on the employee’s regular hourly rate of pay at the time the leave is taken, including shift differential if applicable.
   a. Cash out of accrued PTO shall be done in accordance with SHS policy. Requested cash outs shall be submitted by the nurse no later than November 30 for any of the designated pay-out dates identified for the subsequent year.

5. If appropriate notice is given, accrued but unused PTO time will be paid upon termination in accordance with this Agreement, provided that the nurse has successfully completed the introductory period. PTO time cannot be used as termination notice time.

6. **Accrued PTO will be noted on the employee’s paycheck, it being understood that such notation is subject to verification and that, in the case of any discrepancy between it and the actual accumulation, the latter will control.**

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**Month of Service** | **Accrual Rates** | **Approximate Annual Accrual**
---|---|---
49th through 108th | .1154 hours per compensable hour | 30
109th & each month of service thereafter | .135 hours per compensable hour | 35
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<tr>
<th>ONA ➔ Samaritan Albany General Hospital</th>
<th>Date of Proposal: <em><strong>/</strong></em>/____</th>
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ARTICLE 9 - EMPLOYMENT STATUS

A. A nurse employed by the Hospital shall be introductory and shall not become a regular employee until she/he has been continuously employed by Hospital as a nurse for a minimum of six (6) months. The introductory period may be extended by mutual agreement in writing of Hospital and Association. Nurses on introductory status may be dismissed or disciplined without recourse to the Grievance Procedure article. The nurse is to be advised, in writing, of the reason for their dismissal or discipline. The provisions of this article shall not apply to the establishment of eligibility for benefit accruals.

B. In order to avoid staffing and replacement difficulties, nurses are encouraged to give as much advance notice of resignation as possible but at least fourteen (14) calendar days (not including the day when notice is given) written notice of intended resignation.

C. The Hospital shall give regular nurses fourteen (14) calendar days' written notice of the termination of their employment provided, however, that no such advance notice or pay in lieu thereof shall be required for nurses who are discharged for violation of professional nursing ethics, insubordination, intoxication, drug abuse or theft.

D. The Hospital shall have the right to suspend, discipline or discharge non-introductory nurses for just cause. Any non-introductory nurse who feels she/he has been suspended, disciplined or discharged without just cause may present a grievance for consideration, following the Grievance Procedure article.

E. Nurses in orientation may be exempt from low census cancellation while actively orienting when coded “Orientation” in the payroll program. The newly trained nurse in specialty areas (OR, CCU, ED, and WC) may not transfer to another SHS facility for two (2) years without written agreement of the manager.
ARTICLE 10 - LEAVES OF ABSENCE

A. Medical, Unless otherwise specified in this contract, leaves of absence will be granted in accordance with policy and applicable state and federal laws and will be administered by Human Resources, statute. Family and medical leave (including pregnancy and parental leaves of absence) will be administered by the Human Resource Department, consistent with applicable statute.

B. Leaves of absence for service in the armed forces of the United States will be granted in accordance with federal law.

BC. A nurse will not lose previously accrued benefits as provided in this agreement, but will not accrue any additional benefits during the term of a properly authorized leave of absence. Personal leaves of absence may be granted after six (6) months' continuous employment at the option of the Hospital for good cause.

CD. Nurses returning from a personal leave of absence of more than twelve (12) weeks' duration, within the specified time, shall be offered whatever posted assignment is vacant when they return, and shall be placed in a position comparable to and on the same shift as that which they left as soon as such position becomes vacant. Nurses who are granted a personal leave of absence not to exceed twelve (12) weeks and who return within the specified time shall be returned to the assignment which they left.

DE. Employees required to appear in court as a witness on behalf of the Hospital shall be paid their regular rate of pay for such witness time.

E. Jury Duty: Employees required to perform jury duty on days when they would otherwise be scheduled for work shall receive their regular daily pay for such days; provided, however, that the salary paid shall be reduced by the amount of money received by the employee for such jury duty and further providing that, upon being
excused from jury duty during any day, an employee shall immediately contact their immediate supervisor for assignment for the remainder of that shift. When an employee receives a summons, they shall notify immediately their supervisor, so that arrangements can be made for work assignments. If a nurse must report for Jury Duty, they will immediately notify the appropriate scheduler or supervisor. A night shift employee shall not be required to work a shift immediately before expected jury duty service. If scheduled for the shift immediately following jury duty (e.g., jury duty ends at 1700 and the nurse is expected to report at 1900) the nurse may choose to take a mandatory absence rather than report for the scheduled shift or the nurse may request to trade to another open shift within the same work week by notifying the appropriate scheduler or supervisor as soon as reasonably practicable.

F. Bereavement Leave.

A. General. In the event of a death of an immediate family member of a full or part-time employee, they will be allowed up to three (3) normally scheduled working days off with pay following the death to arrange for and/or attend the funeral. “Immediate family” is defined as: mother, father, sister, brother, parents-in-law, step-parents, step-children, siblings-in-law, grandparents, grandparent-in-law, and grandchildren. Employees will be granted up to five (5) normally scheduled working days off with pay following the death of a spouse, significant other living as an integral member of the household, or child.

B. OFLA Bereavement Leave: Under OFLA an eligible employee may take up to two (2) weeks off to: attend the funeral or alternative to the funeral, make arrangements necessitated by the death of a family member, or grieve the death of a family member. Family member is defined as “spouse, parent, biological, adopted or foster child, parent-in-law, same-sex domestic partner, grandparent and grandchild.”

a. If the employee experiences the death of more than one family member in a year, the employee may take up to two (2) weeks for
each death. The leave does not need to be taken in concurrent two-week periods.

b. Bereavement leave counts towards the twelve (12) weeks of total leave permitted under OFLA. It does not add additional leave.

c. Employees are required to use PTO equal to their normally scheduled hours. If PTO is unavailable the leave will be unpaid.

d. OFLA bereavement leave must be completed within sixty (60) days of the date on which the employee receives notice of the death of a family member.

Regular nurses will be granted up to three (3) days with pay for time lost from the employee’s regular schedule to attend the funeral of child-in-law, sibling, sibling-in-law, parent, parent-in-law, grandparent, grandchild, in-law, stepchild, stepsibling, stepparent, or legally recognized dependent. Five (5) days pay for time lost will be granted in the event of a death of the employee’s spouse or domestic partner, child, or legally recognized dependent of the employee’s household.

The employee will be eligible to use up to five (5) days of PTO (or more if eligible per Oregon Law) in addition to the above benefit if additional time is required.
ARTICLE 11 – SENIORITY

A. Seniority shall mean the length of continuous employment by the Hospital of a type covered by this agreement. A nurse who moves from covered employment into other Hospital employment, without a break in Hospital employment, will retain their accrued seniority for use if the nurse later returns to covered employment without a break in Hospital employment. Seniority but will not accrue additional seniority while not in covered employment. Should two or more nurses be hired on the same date the following procedure will break the tie:

1. Seniority within the Department.
2. Hospital wide Seniority.
3. Seniority within the Samaritan Health Services.
4. Date of original Oregon RN licensure.
5. Lowest Oregon RN license number.

B. Qualified senior nurses (with regular nurses deemed to be more senior for purposes of this section than per diem and temporary nurses) will be given first opportunity for shift preference and/or to move to another nursing service department within their areas of experience and qualifications, except that Hospital may, in its discretion, give such first opportunity to a junior qualified nurse if the latter has greater experience, education or ability to perform the work in question. In assessing the relative experience, education and ability of the nurses, Hospital’s judgment shall not be arbitrarily or capriciously exercised. If no qualified nurse employed by Hospital applies for an available job vacancy, Hospital may fill the vacancy from any source, subject to the limitations set forth in Section G of this article. A nurse may not move to another nursing service department more than once within a four (4) month period, or within a twelve (12) month period when the nurse is in the LDRP or Surgical Services departments.
C. The Hospital shall electronically post weekly a list of all job vacancies to be filled, including with such posting no less than the job vacancy's scheduled number of hours per shift, shifts per week, and predominant shift. The Hospital will not post a job vacancy regularly scheduled to work different shifts unless it has first tried but been unable to fill the vacancy separately in all of the shifts involved. A job vacancy will not be permanently filled until it has been posted for one (1) week.

D. Extra Shifts/Needs List. Available extra shifts will be electronically posted.

1. If more than one nurse signs up for an extra shift, and both nurses requesting the shift would be entitled to overtime for that shift worked, the Hospital will give preference to the nurse signing up for the entire shift as posted then will schedule the more senior nurse for the extra shift, provided that the nurse signed up for the shift within the seven (7) days after the day the Needs List was posted, meets department skills requirements and has agreed to be first cut.

2. If more than one nurse signs up for an extra shift after the seven (7) days the nurse who signs up first for the complete shift has rights to the overtime shift even if a more senior nurse has signed up at a later time.

3. A nurse may sign up for extra shifts; however, the Hospital may limit nurses to one hundred eight (108) hours in a pay period. If the Hospital is concerned about patient care and safety, the Hospital reserves the right to limit the number of extra shifts a nurse may work. Once a nurse picks up an extra shift, it is considered part of their schedule.

ED. Layoff - In the case of reduction of force, Hospital will proceed as follows:

1. Offer employees on the shift to be affected the possibility of taking voluntary layoff as unpaid time or as PTO, if accrued; provided, however, that the employees remaining on that shift have the ability to immediately
perform the necessary work. The method of implementing voluntary layoffs shall be as follows. The staffing office will call nurses who have volunteered through sign up on the "request off list" in the staffing office or by providing the staffing office with a memo stating they can be called at any time to be offered a day off. Supervisors may make phone calls to identify additional volunteers. ONA will share the responsibility to orient nursing staff to this volunteer layoff process upon ratification of this agreement and at new hire orientation.

2. If it determines that use of the voluntary procedure above has not been satisfactory, lay off employees in the reverse order of seniority among employees on the shift where the reduction occurs; provided, however, that the employees remaining on the shift where the reduction occurs have the ability to immediately perform the necessary work. Employees will be considered for layoff according to the following categories:

   a. Temporary Nurses, which includes, agency, or traveler registry.

   b. Per Diem nurses on overtime.

   c. Regular Nurses on extra shifts that are subject to the day off premium

   d. Per Diem Nurses.

   e. Introductory Nurses.

   f. Regular Nurses not covered in subsection c.

3. A contracted nurse is an Agency/Travel nurse fulfilling a contract of thirteen (13) weeks or greater to fill an open FTE. Contracted Traveler Nurses are part of the regular schedule and shall be considered for layoff mandatory absence if their contract allows. Mandatory cuts will not
exceed traveler contract language. If the maximum allowable cuts have
been met, the traveler nurse will be skipped and cuts will occur in the
following order: as follows:

a. Hospital will cut a regular nurse or extra shift nurse on extra shift
   before a contracted nurse, except as limited in b, below.

b. Hospital may cut a per diem, regular shift nurse or extra shift nurse
   before a contracted nurse, but only once per calendar quarter for
   any given nurse. The calendar quarter begins January 1st.

c. The Hospital will cut the least senior employee on the affected shift
   who the Hospital has not already cut during the current calendar
   quarter.

d. Should all the employees on the affected shift already have been
   cut once during the calendar quarter, the Hospital will cut the
   contracted nurse on the shift.

4. In the event that Hospital determines that a layoff under the preceding
   paragraph will last for more than one (1) month, lay off employees after
   that period in the reverse order of seniority; provided, however, that the
   employees remaining after such layoff have the ability to immediately
   perform the necessary work.

5. Reductions under 2 above will occur separately within the Hospital and
   Outpatient Hospice.

6. Prior to a layoff under 3 above, Hospital will notify Association at least (30)
   calendar days’ in advance of its determination of such layoff and, upon
   request, will meet with Association to discuss and the expected layoffs
   and application of this section of the Agreement.
7. **Extra Shifts/Needs List.**

   a. If more than one nurse signs up for an extra shift, and both nurses requesting the shift would be entitled to overtime for that shift worked, the Hospital will give preference to the nurse signing up for the entire shift as posted then will schedule the more senior nurse for the extra shift, provided that the nurse signed up for the shift within the seven (7) days after the day the Needs List was posted, meets department skills requirements and has agreed to be first cut.

   b. If more than one nurse signs up for an extra shift after the seven (7) days the nurse who signs up first for the complete shift has rights to the overtime shift even if a more senior nurse has signed up at a later time.

   c. A nurse may sign up for extra shifts; however, the Hospital may limit nurses to one hundred eight (108) hours in a pay period. If the Hospital is concerned about patient care and safety, the Hospital reserves the right to limit the number of extra shifts a nurse may work.

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**FE.** Recall - Employees with seniority shall be recalled from layoff in the reverse order of layoff, provided the recalled employee has the ability to immediately perform the necessary work upon return to work. If a nurse is recalled to a shift assignment different from the nurse’s shift assignment at the time of layoff, the nurse may choose to remain on layoff, provided (1) another nurse on layoff accepts the shift assignment and (2) the nurse may not in any event refuse more than one such shift assignment during the layoff. If the nurse accepts recall to a different shift assignment, the nurse will continue to be in layoff status for purposes of recall to the nurse’s position at the time of layoff, for up to six (6) months from the date of the original layoff.

**GE.** Termination of Seniority - Seniority shall be broken and terminated if an employee quits; is discharged for just cause; fails to report for work at the
termination of a leave of absence or extension thereof; is on leave of absence for  
personal or health reasons and accepts gainful employment without permission;  
is laid off for six (6) consecutive months; or is laid off for less than six (6)  
consecutive months and the nurse fails to report for work within three (3) working  
days after being notified by telephone or, if not available by telephone, by  
certified mail at their/her/his last known address. The period may be extended to  
seven (7) calendar days if the nurse notifies the Hospital within three (3) working  
days that additional travel time is needed.

HG. Nurses will not be regularly scheduled to work different shifts unless they agree  
to do so in writing. Nurses will not be temporarily scheduled to work different  
shifts for more than three (3) days in any calendar month unless they agree to do  
so in writing. A nurse who is temporarily scheduled, without the nurse's  
agreement, to work different shifts for three (3) or fewer days in any calendar  
month will receive an additional $175 for each different shift worked. For  
temporary schedules under this section, seniority will apply provided the nurse  
has the ability to immediately perform the necessary work. Hospital may in its  
discretion pay additional bonuses to nurses who are scheduled to work different  
shifts under this section, but not to exceed $2,100 per month for up to three (3)  
consecutive months within a calendar year. Hospital will promptly notify  
Association of such bonuses paid after the effective date of this Agreement.
ARTICLE 12 - NO STRIKE

In view of the importance of the operation of Hospital's facilities to the community, Hospital and Association agree that there shall be no lockouts by Hospital and no strikes, sympathy strikes, picketing, sympathy picketing or other attempted or actual interruptions of work by nurses or Association during the term of this agreement.
ARTICLE 13 - GRIEVANCE PROCEDURE

A. A grievance is defined as a complaint by one (1) or more nurses regarding Hospital’s interpretation or application of the provisions of this agreement, including discipline or dismissal of the nurse (except for discipline or dismissal of an introductory nurse, which shall be final and binding on Hospital, the Association and the introductory nurse).

B. It is the express intent of the parties that grievances be resolved informally whenever possible and at the lowest level of supervision. If a nurse cannot resolve a prospective grievance with their immediate supervisor, the nurse may present a grievance exclusively in accordance with the procedure set forth below. Time limits contained in this procedure may be extended by mutual agreement of the Employer and Association.

C. Dismissal grievances must be filed in writing within the first fourteen (14) days following the dismissal and shall be initially filed with the VP of Patient Care Services or designee.

Step 1 - The nurse may present the grievance in writing to the immediate manager to whom the nurse reports, within fourteen (14) calendar days from the occurrence or the time when the nurse should reasonably have been aware of the occurrence giving rise to the grievance. A written grievance shall set forth the nurse’s complaint, provisions(s) of this Agreement allegedly violated, and the specific remedy requested.

The immediate manager shall meet with the nurse to consider the grievance within fourteen (14) calendar days of the grievance’s presentation to the immediate manager. The immediate manager shall, regardless of such meeting, respond to the grievance in writing within fourteen (14) calendar days of the grievance’s presentation to the immediate manager.
Step 2 - If the grievant is not satisfied with the immediate manager's response, or has not received such response in the described time, the grievant may present the grievance in writing to the Vice President of Patient Care Services or designee, within fourteen (14) calendar days after the period specified for the departmental manager's response at Step 1.

The Vice President of Patient Care Services or designee shall meet with the nurse to consider the grievance within fourteen (14) calendar days of the grievance's presentation to the Vice President or designee. The Vice President of Patient Care Services or designee shall, regardless of such meeting, respond to the grievance in writing within fourteen (14) calendar days of the grievance's presentation to the Vice President of Patient Care Services or designee.

Step 3 - If the grievant is not satisfied with the response of the Vice President of Patient Care Services or designee or has not received such response in the described time, the grievant may submit the grievance in writing to the Chief Executive Officer (CEO) or his/her designee within fourteen (14) calendar days after the period specified for the response of the Vice President of Patient Care Services or designee at Step 2.

The Chief Executive Officer or his designee shall, within fourteen (14) calendar days after submission to Step 3, meet with the nurse and a representative of the Association, if the nurse so desires. The Chief Executive Officer or his designee shall make a determination of the matter in writing within fourteen (14) calendar days following said meeting or, if no meeting is held, within fourteen (14) calendar days following the period during which said meeting
could have been held at this step. The determination shall be in writing, with copies sent to both the grievant and the Association.

Step 4 - If the CEO's determination at Step 3 is unsatisfactory to the grievant or if such determination has not been made within the described time, the Association, with the written consent of the grievant, may present the grievance to arbitration if written notice is given to the CEO within 14 calendar days after the CEO's determination or, if such determination is not given as described, within fourteen (14) calendar days after the date when such determination should have been issued.

C. In the event a grievance is submitted to arbitration, the arbitrator shall be selected by mutual agreement between representatives of the Association and Hospital. If they cannot agree on an arbitrator within five (5) calendar days after written notice of submission to arbitration, the Federal Mediation and Conciliation Service shall be jointly requested to submit a list of seven (7) Oregon arbitrators from which each representative shall strike alternately a name until only one name remains. The remaining person shall be selected as the arbitrator.

D. The arbitrator's decision shall be final and binding upon the nurse, Association, and Hospital; provided, however, that she/he shall not have the authority to modify, add to, alter, or detract from provisions of this Agreement, or to award any monetary or other relief for any period earlier than twenty-one (21) days prior to the date on which the written request was submitted to the Vice President of Patient Care Services or designee. The Hospital and the Association agree to jointly request that the arbitrator issue the written decision within thirty (30) days of the closing of the hearing or the submission of the briefs, whichever is later. The arbitrator's decision and award shall be based solely on their interpretation of the meaning or application of the terms of this Agreement to the facts of the grievance presented. If the matter sought to be arbitrated does not involve an interpretation or application of the terms or provisions of this Agreement.
Agreement, the arbitrator shall so rule in his/her award and the matter shall not be further entertained by the arbitrator. The arbitrator shall not render an award inconsistent with the Management Rights article of this Agreement.

E. Failure of the Hospital to respond within the specified time shall allow the nurse to submit the request to the next level. Failure of the nurse or the Association to submit the request to the next level within the specified time shall constitute abandonment of the request, except that the time limits set forth in this article may be waived by mutual agreement of the Association and Hospital in writing.

F. The fee and expenses of the arbitrator shall be borne equally by the Association and the Hospital. Each party shall otherwise bear its own expenses related to the arbitration.
ARTICLE 14 - HEALTH AND WELFARE

A. Laboratory examinations and/or immunizations, when indicated because of exposure to communicable disease during the course of employment in the Hospital, shall be provided by the Hospital at no cost to the nurse.

B. The Hospital will provide the present Health and Dental programs, or substantially similar programs which the Hospital may offer in their place(s).

C. All nurses who are eligible for the Samaritan SHS health, dental, and vision plans will participate in accordance with the terms of such plans.

Nurses may opt out of the Medical/Pharmacy benefit with proof of other insurance and receive $55.39 per pay period. Such proof must be provided annually to Human Resources. In addition to providing documentation, the employee must opt-out electronically in the benefits enrollment system annually.

D. Premium Rate Determination: In 2015, and subsequent years of the contract the employee’s contribution rate will be the same as the rest of the majority of the Hospital employee’s, provided, however, that the Health Welfare Plan will not increase more than ten and one-half percent (10.5%) from the previous year’s contribution. (Except in year 2015 when premium begins for single subscribers. In 2015, for those nurses hired prior to ratification, 5% for 0.8-1.0 FTE and 10% for 0.5-0.79 FTE of total premium cost will be passed on to the nurse.) For nurses hired after ratification, 5% for 0.8-1.0 FTE of total premium cost will be passed on to the nurse.

E. The Hospital will provide life insurance coverage for each nurse (half time or more), with the Hospital paying the full cost of the basic coverage.

F. The Hospital will offer a plan or plans under which employees may, as permitted by law, direct the use of their pre-tax compensation for the payment of (1) the...
employee's share of the subscription cost of the applicable coverage under C or
D above, (2) the employee's eligible health, dental, and vision expenses not
covered by such programs or any other insurance, and (3) the employee's
eligible dependent care expenses.

G. Nurses will receive the Hospital's provided long-term disability insurance
program, in accordance with its terms, offered to a majority of the Hospital's
employees not in the bargaining unit.

H. Registered Nurses covered by this agreement may participate in a Hospital
health care committee.

I. Impact of Health Care Reform. The parties agree that Health Care Reform
legislation may impact the provision of health insurance benefits under this
Article. Given that, either side may reopen this Article once during the term of the
Agreement to bargain over required changes. The party desiring such reopener
shall provide written notice to the other party initiating the reopener. The parties
will then meet promptly and bargain for a period of no more than 90-days over
any proposed changes to this Article. At the end of the 90-day bargaining period,
Article 12 (No Strike. No Lockout) and Article 13 step 4 (Arbitration) will be
suspended, but only for any disputes that may arise under this Article 14.
ARTICLE 15 – PENSIONS

A. The Hospital will provide a retirement plan known as the Samaritan Health Services Retirement Plan, in which employees may participate in accordance with its terms. As of 2001, the Plan formerly known as the Albany General Hospital Employee Retirement Plan (“Albany Plan”) will be known as the Samaritan Health Services Retirement Plan, but nurses formerly participating in the Albany Plan may continue to participate under the terms previously provided by the Albany Plan until 2011. Nurses will participate in accordance with the terms of the Samaritan Health Services Retirement Plan which will include a contribution of the Hospital of four (4%) of eligible compensation. Upon request, the Hospital will request from the Plan’s administrators all available information with regard to the nurse’s status and eligibility in the Plan.

B. The Hospital will afford each employee the opportunity to participate in the Samaritan Health Services Tax Sheltered Annuity Plan according to the terms of the plan. For nurses hired on or before July 9, 2014 the Hospital will match the contribution of the eligible nurses up to three (3) percent of gross pay. For nurses hired on or after July 10, 2014 the hospital will match the contribution of the eligible nurses up to two (2) percent of gross pay.

C. Hospital will not change the benefit or eligibility provisions of the Plan without first notifying Association of the projected change and, if requested by Association, entering into bargaining regarding such change. If, in such bargaining, the parties do not agree on the change, it will not be implemented as to nurses covered hereunder during the term of this Agreement, except as required by law.
ARTICLE 16 – SEPARABILITY

In the event that any provision of this agreement shall at any time be declared invalid by a court of competent jurisdiction or through government regulation or decree, such decision shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.
ARTICLE 17 – SUCCESSORS

1 In the event that the Hospital shall by merger, consolidation, sale of assets, lease, 
2 franchise, or any other means, enter into an agreement with another organization which 
3 in whole or in part affects the existing collective bargaining unit, then such successor 
4 organization shall be bound by each and every provision of this agreement. The 
5 Hospital shall have an affirmative duty to call this provision of the agreement to the 
6 attention of any organization with which it seeks to make such an agreement as 
7 aforementioned, and if such notice is so given, the Hospital shall have no further 
8 obligations hereunder from date of takeover.
ARTICLE 18 – FLOATING

A. Nurses will float to other units, except as limited below:

B. Nurses, other than those in float positions, will not be required to float out of their regular unit while an agency nurse is working on the same unit and shift, unless:

1. The nurse volunteers to float, or

2. Hospital has attempted without success to call in per diem, part-time, or off-duty nurses to perform the assignment to which floating is contemplated, and the agency nurse working on the potential floating nurse's unit and shift is not qualified for the float assignment.

3. If a nurse is floated to another unit under B.2 above, such floating will be in accordance with the nurse's unit floating plan.

4. No nurse will float to a unit, unless oriented to the unit.

5. A nurse on Day Off Premium shall not be required to float outside of their department, unless they are asked and agree to float.

C. Nurses covered by this Agreement shall not be required to float to another medical facility unless the nurse mutually agrees to do so.
ARTICLE 19 - DURATION AND TERMINATION

A. This agreement shall be effective upon signing by both parties, except as otherwise provided herein, and shall remain in full force and effect through June 30, 2017.

B. If either party hereto desires to modify or amend any of the provisions of this agreement, it shall give written notice to the other party not less than ninety (90) days in advance of June 30, 2017.
ARTICLE 20 – COMPENSATION

Rates of compensation are set forth in Appendix A, which is hereby made a part of this agreement.

A. STEP SYSTEM OF PAY

The wage is composed of a series of progressing steps established to recognize experience and length of service ending with a thirty (30)-years-of-service step. There will be a years of service requirement to move to a higher wage step after new hire initial step placement.

1. The wage rate increase between each year-of-service step will be three (3) percent.

2. A nurse will progress to the next step on the scale on the nurse’s most recent anniversary date of employment with the Hospital as a nurse, provided that on such date (1) the nurse has completed at least the years of service with the Hospital that correspond to the next step; (2) the nurse has completed 1100 hours of service with the Hospital for the preceding twelve (12) months or since their his/her last step increase; and (3) the nurse has satisfied the requirements set forth in B below. If the nurse has not completed the requirements of this paragraph the nurse will progress to the next step effective with the first full pay period beginning after he or she has satisfied all such requirements.

3. Between step 7 through 15, a nurse will meet the years of service requirement and move to the next step if she/he works 2200 hours, is employed twenty-four (24) months and has satisfied the requirements set forth in B below. Between steps 15 through 30, a nurse will meet the years of service requirement and move to the next step if she/he works 5500 hours is employed sixty (60) months, and has satisfied the requirement set in B below.
B. Professional Accountability Requirements: To be eligible to progress to a higher step on the wage scale set forth below, have successfully completed during the twelve (12) months preceding the nurse’s anniversary date:

1. Completion of the annual safety training

12. Completion of the annual competency requirements

23. TB Mask Fit Testing

34. Basic Life Support

46. Maintenance of current licensure

If the above requirements are not met by the anniversary date, the increase will be effective with the first full pay period beginning after completion of the requirements. This will become the date for future step adjustments.

C. STEP PLACEMENT

1. New hires and transfers into the bargaining unit will be given year-for-year credit for prior experience toward step placement for recent related experience in an acute care (or hospice, if appropriate) setting. Other RN experience will be credited as one year of credit for every two (2) years of experience. New hires will be placed at the wage step corresponding to the years of prior experience, **up to Step 15 on the SAGH ONA wage scale.** No new hire from outside SAGH/SHS will be placed above the Step 15 service step.

2. Once a nurse is placed on the SAGH wage scale, the hours requirement and years of service rule will govern their progression through the scale. For example, the nurses hired from outside SHS with fifteen (15) years of acute care (or hospice if appropriate) experience will be put on Step 15 and those nurses will be eligible to move to Step 20 after working
5500 hours is employed sixty (60) months, and has satisfied the
requirement set in B above.

D. WAGES

See Appendix A.

The following wage increases will apply to nurses during the term of this
agreement. All wage increases will become effective the first day of the first pay
period following the increase effective date.

Effective August 21, July 4, 2017, 2% Across the Board
Effective January 1, July 1, 2018, 2% Across the Board
Effective July 1, 2018, 2% Across the Board
Effective January 1, 2019, 2% Across the Board
Effective July 1, 2019, 2% Across the Board

E. CERTIFICATION DIFFERENTIAL

1. A nurse may apply for and will receive a three (3) percent per hour
certification differential as of the application date, if the nurse has a current
state or national specialty certification recognized in Appendix AB on file
with the Hospital. The differential will commence the first day of the pay
period following the date that written evidence of the passing test score or
continuing certification is received by SAGH HR.

2. Eligibility for the certification differential will cease beginning with the first
full pay period following the expiration of the certification, unless the nurse
submits proof to SAGH HR of certification renewal prior to that date.

3. Only one (1) certification and one (1) certification differential will be
recognized at a time for the purposes of this section.
F. Preceptor Differential:
A staff nurse acting in the capacity of a preceptor at the request of the Hospital will receive a differential of seventy-five cents (0.75) per hour for hours spent acting as a preceptor. To be eligible to act as a preceptor and to receive the differential, the nurse must comply with the criteria of the Hospital “Preceptor Criteria/Guidelines.” Nurses who act as preceptors will receive feedback on their annual performance appraisal related to such duties.

F. BSN/MSN PREMIUM
Effective the first day of the first pay period following ratification, July 1, 2014, any nurse holding a BSN/MSN will be awarded for the highest degree attained fifty cents receive a differential of one dollar ($1.00) per hour for the highest degree attained. BSN/MSN diploma or transcripts must be received in SAGH HR for differentials to begin. The differential will commence the first day of the pay period following the date the diploma or transcript is received by SAGH HR.

G. SHIFT DIFFERENTIAL
The evening shift differential will be $1.75 per hour, and the night shift differential will be $4.25 per hour. Effective the first day of the first pay period following, July 1, 2016, the night shift differential will be $5.00 per hour.

Nurses working hours on both evening and night shifts will be paid the differential based on the majority of time the hours are worked. Nurses working a shift that overlaps into evening or night shift will be paid shift differential only when a majority of their hours fall within evening or night shift and will be paid the differential for all hours of their shift.

Evening shift is considered to be between 3:00 pm and 11:30 pm. Night shift is considered to be between 11:00 pm and 7:30 am.

H. WEEKEND PREMIUM
For weekend work on which the nurse is not eligible for time and one-half or greater pay under any provision of this Agreement and is not eligible for day off premium, the nurses will be paid a weekend differential of $1.75 per hour worked. This premium will not be paid for any unworked hours. Weekend work for purposes of this section is defined as work on day and evening shifts on Saturday and Sunday and on night shift on Friday and Saturday. The twelve (12) hour shift weekend begins on Friday at 1900 and ends on Sunday at 1930. No more than twenty-four (24) hours of weekend differential will be paid to twelve (12) hour shift nurses.

Hours worked on a scheduled weekend off will be paid a $20 premium for all hours worked on weekend off. Hours worked in determining eligibility for this premium will not include hours worked as a result of trades; or at the request of other nurses. This section will apply only if the nurse also works all of their scheduled shifts in the same workweek, other than such shifts that were not worked because of low census day, because of a previously approved protected state or federal leaves or because they had previously been scheduled as PTO prior to the schedule being published.

I. ON-CALL

1. Regular nurses shall be required to be on on-call as described in Article 7 Hours of Work, Article 21 Surgical Services Provisions, and Article 22 Hospice.

J. DAY OFF PREMIUM

1. Full-time and part-time nurses will be paid at one and one-half (1-1/2) times their regular straight-time rate of pay for all hours worked at the request of the Hospital on their regularly scheduled day or days off, except when there is a change of schedule agreed upon by the Hospital and nurse. Part-time nurses will be eligible after working the equivalent of 36 hours per week; however, any part-time nurse that accepts a shift with the
approval of management or the staffing office within one (1) week of the
need will be paid one and one-half (1 ½) times their regular straight time
rate of pay. Hours worked in determining eligibility for this premium will
not include hours worked as a result of trades; at the request of other
nurses; or of being called back to work while on on-call. This premium will
not be paid for any un-worked hours. This section replaces all other
premiums for working extra or unscheduled shifts which may have been in
existence before this section’s effective date.

a. This section will apply only if the nurse also works all of their
his/her regularly scheduled shifts in the same workweek, other than
such shifts that were not worked because of a low census day or
because they had previously been scheduled as PTO.

b. Once the shift has been accepted by the nurse and the schedule
has been posted the nurse will fall under the same requirements as
a regularly scheduled nurse to fulfill the shift. Hospital will ask
nurses before scheduling if they would also be the first ones cut.
Hospital may decline to schedule nurses for extra shifts if they
refuse to be considered for first cut. Hospital may cancel extra
shifts up to forty-eight (48) hours in advance. Regular Registered
Nurses may also cancel extra shifts up to forty-eight (48) hours in
advance.

2. This section I will be subject to the no pyramiding provisions of this
Agreement. (Example: If a nurse is paid the premium under this section,
the hours so paid will not be counted toward the computation of weekly
overtime.) No hour will be eligible for the payment of two (2) such
premiums.

K. The hourly rate of pay for per diem and temporary nurses shall be per hour
above the appropriate base rate of pay and no additional fringe benefits (except
for weekend premium under HG) will accrue. Effective the first day of the first
pay period following ratification July 1, 2014 the per diem differential will be $4.50 per hour.

4.00 per hour.

L. MERIT

Association recognizes this Agreement to contain the basic standards of employment. Hospital may reward individual nurses’ performance over and above the prescribed standards called for in this Agreement. Hospital will give Association notice and an opportunity for discussion before implementing any reward under this section.

M. Charge Nurse:

The Charge Nurse wage scale is five percent (5%) above the staff RN scale. Primary Charge Nurses will receive this rate for all hours worked. Nurses who hold a secondary assignment as a Charge Nurse will receive the five percent (5%) increase for hours worked while in the secondary assignment.
ARTICLE 21 - SURGICAL SERVICES PROVISIONS

Surgical Services departments shall be comprised of the Operating Room and Ambulatory Surgery (Post Anesthesia Care Unit, Outpatient Surgery, and Endoscopy).

A. **ON-CALL**

1. Regular nurses in Surgical Services (except Surgery Pre-Admission Nurse) shall be required to be on-call as scheduled. Nurses scheduled for on-call will be paid $4,500 per hour for each hour of scheduled on-call.

2. Holiday on-call will be compensated at the rate of $5,500 per hour.

3. On-call pay shall continue through periods of call back.

4. On-call is scheduled and posted. Surgical Services nurses may trade on-call or pick up extra on-call after the schedule is posted.

5. Nurses who voluntarily accept additional call from peers are not eligible for a premium.

6. Orphan on-call is defined as previously scheduled on-call which must be filled after the schedule is published and the vacancy is posted by a supervisor. Volunteers who agree to take orphan call will receive Bonus Call payment. If there are no volunteers to take orphan on-call, it will be assigned on a rotating basis.

   a. Bonus on-call rate shall be double the regular standby rate. Call back shall be compensated at the rate of time and one half the nurse’s regular hourly rate and ten ($10.00) dollars per hour.

   b. Orphan turn is defined as:

      1. From end of shift to 2300
      2. From 2300 to 0700
3. Twelve (12) hours on a weekend

4. 1530/1730 until 0700

5. Not counted are the 2-3 hours that a person may pick up to help out a peer.

7. A nurse who volunteers to take an orphan turn*shift will be moved to the bottom of the mandatory assigned call list.

8. At age sixty-two (62) Surgical Services nurses may request to be relieved of routine call assignments. Should the nurse choose to stay in the routine call rotation, they are not subject to mandatory call assignment. These RN’s are not subject to mandatory call assignments.

B. CALL BACK

1. Call back is defined as reporting to the hospital from scheduled on-call after being released from work. Call back will be compensated at the rate of time and one half the nurse’s regular hourly rate of pay for not less than three (3) hours of pay.

2. When nurses for their convenience, split call, only the first nurse called back may receive. No nurse will receive the three (3) hour minimum. Second RN Any nurses that split call will be compensated for call back rate at one and one-half (1 ½) their hourly rate of pay for actual hours worked.

32. The number of hours paid for call back shall not exceed the number of hours assigned on-call.

*shift
43. Call back shall not be paid in combination with regular pay for the same hours worked.

54. Nurses on-call back shall check with the department manager or house supervisor before being released to leave the hospital.

65. A nurse who has a scheduled start time of 0700 or later and has been called back and has worked between 2300 and 0500 or a nurse who has a scheduled start time of 0600-0659 and has been called back and has worked between 2200-0500 during a scheduled on-call shift and has not had at least eight (8) consecutive hours off before the nurse’s next regularly scheduled shift of work, may request not to work the next regularly scheduled shift before that shift begins. If, after a nurse has made such a request, the Hospital cannot accommodate the time off request, the nurse will be paid one and one-half times (1-1/2) the nurse’s straight-time hourly rate of pay for work during such regularly scheduled shift. In the event of a reduction in force in that unit and shift, a nurse working under the preceding sentence will be the first nurse to be reduced in hours on that shift under Article 11.D.

Alternatively, the nurse may request to be excused from the beginning of the next regularly scheduled shift to rest and then report to work later. If such a request is granted, when the nurse returns to the shift the nurse shall not be eligible for time and one-half compensation. The nurse must report for work in time to meet the four (4) hour minimum work requirement.

C. SURGICAL SERVICES AFTER SHIFT DIFFERENTIAL

If a nurse is unable to leave work at the end of the shift because there are more OR cases than the Call Crew can manage, the nurses will be paid at time and one half for the first hour of work. After the first hour of overtime worked, the
nurses will receive overtime and a bonus of $10.00 per hour until they are released from work.

D. SURGICAL SERVICES SECOND CREW DIFFERENTIAL

If a nurse who is not on-call agrees to come in to take an unscheduled case because the Call Crew has already been deployed, the nurse shall receive the extra shift premium of time and one half the regular rate of pay plus a bonus of $10.00 per hour for a minimum of three (3) hours or the number of hours worked, whichever is greater.

E. OPERATIONS LEADER/SURGICAL SERVICES DIFFERENTIAL

A nurse assigned by the Hospital to work in the capacity of Operations Leader/Surgical Services will receive a five (5) percent differential for hours worked in that capacity.

F. AMBULATORY SURGERY

1. Ambulatory Surgery nurses required to be on on-call may arrange for qualified nurse volunteers from other nursing service department to take such on-call; provided that this would not lead to total compensation for the involved nurses greater than that which would have been payable if such arrangement had not been made, and provided further that the specific arrangement has been approved by Hospital.

2. Ambulatory Surgery nurses shall be scheduled for on-call as follows:
   a. On a rotating basis Monday through Friday, not to exceed sixteen (16) hours
   b. On a rotating basis on a weekend (Saturday and Sunday), not to exceed one (1) weekend every five (5) weeks; and
   c. On a rotating basis for holidays referred to in the PTO Article 8 and
days when the operating room is closed.

3. PACU nurses required to be on on-call shall be called back to recover surgical patients except that Hospital may use OB nurses to recover OB patients instead of such callback.

G. OPERATING ROOM

1. Operating Room nurses shall be scheduled for on-call on a rotating basis as follows:
   a. Up to sixteen (16) hours in the period Monday through Friday:
   b. Up to sixty-four (64) hours in five (5) consecutive weekends. A weekend for this purpose is defined as from Friday afternoon to Monday 0700.
   c. Holidays, as defined in Article 8 PTO and days associated with holidays when the department is closed.

H. PER DIEM

Per Diem nurses assigned to Surgical Services shall be required to be available to work a minimum of fourteen (14) shifts per six (6) month period which have been identified on the open shift or "needs" list. Per Diem nurses may elect to take call.
ARTICLE 22 – OUTPATIENT HOSPICE PRACTICES

Hospice nurses provide services under conditions and in settings which are significantly different than acute inpatient care and ambulatory care.

A. ON-CALL

1. Hospice nurses shall be required to be on-call as scheduled.

2. Nurses scheduled for on-call will be paid $4,500 for each hour of scheduled on-call.

3. Holiday call will be compensated at the rate of $5,500 per hour.

4. On-call pay shall continue during periods of call back.

5. On-call is scheduled and posted. Hospice nurses may trade on-call or pick up extra on-call after the scheduled is posted.

6. Nurses who voluntarily accept additional call from peers are not eligible for premium.

7. Orphan on-call is defined as previously scheduled on-call which must be filled after the schedule is published due to illness or termination/resignation. In lieu of the hourly on-call pay rate specified above, Hospice nurses will be paid double the on-call rate for each hour of orphan on-call. If there are no volunteers to take orphan on-call, it will be assigned on a rotating basis.

B. CALL BACK

1. Call back is defined as performing a home visit after being released from work and placed on-call. Call back will be compensated at the rate of time and one half the nurse’s regular hourly rate of pay for not less than three (3) hours of pay.
2. The number of hours paid for call back shall not exceed the number of hours assigned on-call.

3. Call back shall not be paid in combination with regular pay for the same hours worked.

4. If a Hospice nurse has worked, by making home visits between 2400 and 0700 during a scheduled on-call shift and has not had at least eight (8) consecutive hours off before the nurse’s next regularly scheduled shift of work, the nurse may request not to work the scheduled shift. If, after a nurse has made such a request, the Hospital cannot accommodate the time off request, the nurse will be paid one and one-half times the nurse’s straight-time hourly rate of pay for work during such regularly scheduled shift. In the event of a reduction in force that unit and shift, a nurse working under the preceding sentence will be the first nurse to be reduced in hours on that shift under Article 11.D.

C. WEEKEND

The weekend is defined for Hospice as 1630 Friday to 0800 Monday.

D. SHIFT DIFFERENTIAL

Hospice nurses will receive shift differential only when working a regularly scheduled 1500 - 2300 or 2300 - 0700 shift or when making a necessary home, nursing home, or hospital visit during the applicable shift hours, or when completing necessary charting and other documentation during such hours.

E. CELL PHONE SUBSIDY

The Hospital will provide a monthly subsidy to support personal cell phones used by Hospice nurses. Full-time (seventy-eight (78) hours per pay period) Hospice
nurses will receive $50.00 and part-time (forty (40) to seventy-eight (78) hours per pay period) Hospice nurses will receive $35.00.In the event that the Hospital identifies comparable, more cost effective alternative means or technologies or is able to negotiate more favorable terms with a service provider, the Hospital may reduce the reimbursement level. The Hospital will provide thirty (30) days noticedays’ notice of any such change.

F. PER DIEM

____ Per Diem nurses assigned to Outpatient Home Hospice are required to be available to take six (6) on-call periods (up to twenty-four (24) hours) or scheduled weekend shifts per six (6) months, one (1) holiday on-call per calendar year and twelve (12) shifts per six (6) months which have been identified as “needs” shift.
Article 23

LABOR MANAGEMENT COOPERATION COMMITTEE

A. The Hospital and Association will participate in a joint Labor Management Cooperation Committee ("LMCC"). The goal and purpose of the LMCC shall be to foster a more positive and collaborative relationship between the parties leading to fewer grievances, more expeditious contract negotiations and the ability to resolve issues which arise during the term of the collective bargaining agreement based on mutual respect and the acknowledgment of each party’s legitimate organizational interests.

B. The LMCC shall be composed of eight (8) members, four (4) from the Association, and four (4) from the Hospital who, by virtue of their positions within their respective organizations possess the authority to make decisions on behalf of their constituents. The Association members shall be the ONA Labor Representative and three nurses elected or selected from the Bargaining Unit Leadership, preferably having had contract negotiation experience. All members shall be compensated for time spent in LMCC meetings or working on bona fide LMCC projects.

C. Initially the parties agree to the following:

1. A commitment to the exchange of information including current financials.

2. A commitment to make every reasonable effort to solve problems as they become evident.

3. To meet at regularly established times. Each January a year-long calendar of meetings shall be established by mutual agreement. Meetings may be canceled and/or rescheduled by mutual agreement. Chairperson responsibility will alternate between the parties and rotate every six (6)
months, or as mutually agreed upon among the eight (8) LMCC members.

The chairing party will be responsible for developing the agenda, presiding
over the meetings, completing and distributing the minutes after each
meeting during their term.

4. To furnish written records of LMCC discussions to the RN
Bargaining Unit and Nursing Managers.

SAMARITAN ALBANY GENERAL HOSPITAL  OREGON NURSES ASSOCIATION

By: ___________________________ By: ___________________________

By: ___________________________ By: ___________________________

Date: _________________________ By: ___________________________

By: ___________________________

By: ___________________________

By: ___________________________

By: ___________________________

Date: _________________________
## Appendix A

### ONA Wage Table

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Appendix A

As a result of the SAGH Women’s Center Closed Unit Plan entering the contract in 2017, both parties agree that if the revisions are needed in the course of the contractual period, the WC Closed Unit Committee and Management will collaborate.

SAGH WOMEN’S CENTER CLOSED UNIT PLAN

The Women’s Center (WC) closed unit means that WC nurses will not float to other departments within the hospital unless they request to do so and other nurses do not float into WC unless they request to do so. As a result, WC nurses cover all fluctuations in census on the unit. The House Supervisor and/or VP may initiate staffing changes outside of this guideline if there is an emergent or critical need to maintain short term safe patient care; this does not apply to routine staffing issues.

• Goal of 4-6 RN staff per shift (day and night) per day based on census and patient care activity.

• When there are less than 5 RNs staff scheduled, the complement of 5 will be made up with scheduled call shifts.

• If reduction in staff within the department is required and there are staff on call, the on call staff may be cut since the on duty RN cut (voluntary or mandatory) will then be put on standby. Extra shift and on call staff will be sent home before regular scheduled staff even if the regularly scheduled staff have requested to go home or be put on standby.

Per Diem RNs will be able to view the upcoming schedule three (3) weeks before the beginning of the posted schedule. Per Diem RNs will be able to pick up shifts where
there is a need as they always have done. Per Diem RNs are required to take twelve (12) hours of call per four (4) week schedule unless the requirement is less. Extra shifts will close on Friday prior to call signup to allow accurate account of needed call shifts.

Required Call

The on-call required hours will be available for sign up by the regular staff two (2) weeks before the beginning of the schedule. The call hours needed will be communicated to all staff members and they will be able to sign up for their hours of preference two (2) weeks before the schedule begins. The time for call sign up will be opened in Kronos 1930 (nights). Call can be scheduled in a minimum of four (4) hours or more by staff preference. If the twelve (12) hour shift is divided into four (4) hour increments of call, only the first person called back will be eligible for the minimum three (3) hour call back.

If staff do not sign up for required call, their call hours will be assigned. Call will not be assigned when a staff member is taking PTO or marked unavailable. The unit will strive to cap required on-call at twenty-eight (28) hours per four (4) week schedule unless the RN chooses to pick up additional hours.

Variable Staff RNs

Variable Staff RNs have a position that requires their scheduled shifts to "vary" to meet the needs of the department. Shifts may be rotated in six (6) week increments of days or nights.

Schedule Review Committee

There will be a "Schedule Review Committee" who will determine the number of call hours required each schedule and will review the schedule to see if all staff are
participating in signing up for call hours. The committee is made up of staff RNs, Closed Unit Committee members and a designated Management Advisor. There will be equal representation of day shift and night shift members. The staff RNs will be volunteers.

If a staff RN, either a Women's Center nurse or a nurse from another department is interested in Floating, they will still be able to pick up shifts in Women's Center or other departments of the Hospital. Maintaining comfort and competency will be the individual staff RN's responsibility.
APPENDIX B

SPECIALTY CERTIFICATIONS

AOCN  Advanced Oncology Certified Nurse
CAPA  Certified Ambulatory, Peri-Anesthesia Nurse
CCCN  Certified Continence Care Nurse
CCRN  Critical Care RN
CEN   Certified Emergency Nurse
CFRN  Certified Flight Registered Nurse
CGRN  Certified Gastroenterology Registered Nurse
CHPN  Certified Hospice and Palliative Nurse
CMSRN Certified Medical Surgical Registered Nurse
CNOR  Certified Nurse, Operating Room
COCN  Certified Ostomy Care Nurse
CPAN  Certified Post-Anesthesia Nurse
CPEN  Certified Pediatric Emergency Nurse
CPN   Certified Pediatric Nurse
CPON  Certified Pediatric Oncology Nurse
CRNI  Certified Registered Nurse Intravenous
CVN   Certified Vascular Nurse
CWCN  Certified Wound Care Nurse
CWOCN Certified Wound, Ostomy, Continence Nurse
HNC   Holistic Nurse Certification
IBCLC Certified Lactation Nurse
LCCE  Lamaze Certified Childbirth Educator
OCN   Oncology Certified Nurse
ONC   Orthopaedic Nurse Certificate
RNC   Maternal/Neonatal Nursing Certificate
       -INPT, MN, LRN
RN, C/BC Ambulatory Care Nurse
Cardiac/Vascular Nurse
Gerontological Nurse
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<table>
<thead>
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<tbody>
<tr>
<td>1</td>
<td>Medical Surgical Nurse</td>
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<tr>
<td>2</td>
<td>Perinatal Nurse</td>
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<tr>
<td>3</td>
<td>Pain Management</td>
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<td>4</td>
<td>SANE Sexual Assault Nurse Examine</td>
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<td>5</td>
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<tr>
<td>6</td>
<td>TCRN Trauma Certified Register Nurse</td>
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LETTER OF UNDERSTANDING WOMEN’S CENTER

Association and Employer will meet within 90 days of ratification to discuss mandatorily cuts/skill mix. Implementation will no later than 120 days of ratification.

Association: ___________________________ Employer: ___________________________
CONTRACT RECEIPT FORM
(Please fill out neatly and completely.)
Return to Oregon Nurses Association,
18765 SW Boones Ferry Road Ste 200, Tualatin OR 97062-8498
or by Fax 503-293-0013.
Thank you.

Your Name: __________________________________________

I certify that I have received a copy of the ONA Collective
Bargaining Agreement with Samaritan Albany General Hospital,
July 1, 2014 until June 30, 2017.

Signature: __________________________________________

Today’s Date: __________

Your Mailing Address ___________________________________
_____________________________________________________
_____________________________________________________

Home Phone: ______ Work Phone: ______

Email: ______________________________________________

Unit: ______________

Shift: ___________