MEMORANDUM OF AGREEMENT
BETWEEN
OREGON NURSES ASSOCIATION
AND
SAMARITAN ALBANY GENERAL HOSPITAL
Hospice Outpatient On-Call Coverage
January 8, 2021

The parties agree to the following procedures to replace vacant shifts for on-call at Hospice Outpatient.

1. For both expected and unexpected leave coverage, including PTO and FMLA, of the regular on-call RNs, the department would continue to ask for volunteers via a sign-up sheet. Bargaining unit nurses shall not be required to fill these on call shifts mandatorily. If vacant shifts remain on the sign-up sheet, the Hospital shall identify other qualified non-bargaining unit replacements to fill these vacancies, whether expected or unexpected.

2. The on-call coverage shall be converted to two shifts on the weekdays: 1630 – 0030 and 2400 – 0830 and three shifts on weekends: 0800 – 1700, 1630 – 0030, and 2400 – 0830. The Hospital shall compensate nurses for these hours worked at the nurse's hourly base rate plus any applicable shift differentials.

3. If a nurse signs up for the converted on-call shifts, (weekends, evening and night) shifts, the Hospital shall compensate them for all hours worked, including PTO accrual with the following exceptions: the Hospital shall not be required to pay overtime on those combined call shifts and the Hospital shall not be required to pay callback for home visits (Article 22, Paragraph B, Section #1).

4. Nurses picking up on call shifts may be given Hospice Outpatient nursing tasks for the times they are not triaging calls or visiting patients. The primary core tasks of the on-call position shall be urgent patient care needs. These additional tasks shall not interfere with urgent patient care needs. If urgent care tasks fill the shift, the nurse shall report the unfinished assignments to the manager.
5. The nurse would be given the option of taking the day before and the day after a night shift off, which waives the 8-hour rest rule (Article 22, Paragraph B, Section #4). If a weekend shift is picked up in lieu of days off around a call shift, the extra weekend differential of $20/hr. would not apply (Article 20, Section I). The nurse would continue to be eligible for the $1.75/hr. weekend differential per Article 20, Section I. Should a nurse not pick up additional hours to meet their full FTE, the nurse shall choose to take PTO or MA for the shift before and/or the shift after a night shift to bring them up to their FTE.

6. Holiday on-call procedures, including compensation and coverage, shall not be changed by this Agreement.

7. Hospice Outpatient Coastal on call procedures shall not be changed by this Agreement.

Oregon Nurses Association

Gary Aguiar, Labor Representative
January 9, 2021

Samaritan Albany General Hospital

[Signature]

VP - Patient Care Services

1/11/21