Memorandum of Understanding  
Sacred Heart Medical Center at RiverBend Nurse Residency Program  
August 2021

For calendar year 2022, the parties mutually agree to the following amount of Nurse Residents:

January- 54 Total
32 in NRCDP
22 in Specialty Units

May- 48 Total
48 in NRCDP

September- 70 Total
48 in NRCDP
22 in Specialty Units

172 Nurse Residents to be hired in 2022.

ONA reserves the right to force a reconsideration of the September cohort number of 70 nurse residents if the following are not reasonably met. Such reconsideration shall not allow the cohort to go below 50.

- Development of plans in collaboration with ONA Executive Team to address Preceptor’s feedback regarding workload, training and support as evidenced by their responses to a joint ONA-SHMC survey and input provided through direct dialogue between preceptors, ONA and SHMC
- Implementation of a SHMC nursing retention plan. The ONA Executive Team will provide the Medical Center suggestions to be considered in the development of such plan.
- Compliance with section 5 of this MOU

For the NRCDP, Nurse Residents will be hired into the NRCDP through an interview process that will include frontline caregivers. Upon hire, Nurse Residents in the NRCDP will orient to various units to gain competency in accordance with Article 14.2.2. Once competency validated, the Nurse Residents in the NRCDP will be invited to apply to open positions within the Medical/Surgical, OHVs, and Observation Units in accordance with Article 13. Unit-based interviews will include frontline caregivers. The Nurse Resident will have 12 months from time of hire to accept a unit-based, benefited position. Until that time the Nurse Resident will work in the units they have demonstrated competency for. Preceptors for these units will be consulted to provide input on how to implement this section of the MOU.
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Sacred Heart Medical Center (Medical Center) and the Oregon Nurses Association (Association) agree to the following for Sacred Heart Medical Center at RiverBend:

1. The Medical Center agrees to maintain dedicated leadership resources for the Nurse Residency Competency Development Pool (NRCPD) as outlined in Appendix A. Should the leadership resource structure be amended, the Medical Center will do so with consultation of ONA Executive Team.

2. The Medical Center agrees to develop processes and structures with the ONA Executive Team to solicit feedback from frontline nurses, in particular preceptors and recent Nurse Residents, in the development of the NRCPD and specialty nurse residency cohort program. This includes, but is not limited to, preceptor resources and holistic support of the Nurse Resident.

3. The Medical Center agrees to work collaboratively with the ONA Executive Team to develop processes and structures to monitor the effectiveness and outcomes of the nurse residency programs.

4. The Medical Center recognizes the benefit of hiring Nurse Residents from local and regional schools including but not limited to Lane Community College, Linn Benton Community College and Umpqua Community College, and will take this into strong consideration when determining which Nurse Residents to 1) interview and 2) extend offers to.

5. The Medical Center agrees to provide an additional Expert RN to serve as an expert clinical resource to a nursing unit on any given night shift where the total percentage of post orientation RNs with less than 12 months of experience as a licensed RN, is at fifty percent (50%) or more. This fifty percent (50%) staffing threshold may be modified from time to time, in Medical Center’s sole discretion in certain circumstances where the RN experience is close to the 12-month time frame, and individual RN’s competency and skill is assessed to be meet or exceed a 12-month RN’s expected competency or conversely, the RN’s competency and skill is assessed as not yet meeting expected competency.

Such assessment will be made by Medical Center with individual unit charge RN input.

Starting annually in the first quarter of the 2022 fiscal year and annually thereafter, the parties mutually agree to collaboratively review the previous fiscal year’s turnover and vacancy rates, as well as local, regional, and national turnover projections to determine the number of Nurse Residents for the upcoming calendar year. However, this provision does not supersede the provisions of Article 13.13 of the collective bargaining agreement. The Medical Center shall make such determination with ONA input, with the consideration that the total number of Nurse Residents for the upcoming calendar year meets the projected nursing demand. The Medical Center reserves the right to determine an annual number that is less than the projected needs.
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Both parties agree to amend this process through mutual agreement based on the feedback of preceptors and through what is learned from the experience with the first cohorts from managers, nurses, and Nurse Residents.

The Medical Center agrees to hold meetings with and solicit input from preceptors before the first cohort is hired.

Specialty Units will continue to hire Nurse Residents into their units directly through a unit-based interview process that will include frontline caregivers.

For Sacred Heart Medical Center:  

Marie Steiner

Date: 8-10-2021

For Oregon Nurses Association:

Charley Spuit

Date: 8-10-21