

**UNION PROPOSAL**  
**ARTICLE 1 – DEFINITIONS**

A. "Registered Nurse" is defined as a currently licensed Registered Professional Nurse employed by the Hospital.

B. "Charge Nurse" is a separate job classification and is defined as a Registered Nurse who has applied for and been selected by the Hospital for the Charge Nurse position, in its discretion. Charge Nurses are paid on a separate pay scale for all hours paid. A Charge Nurse is responsible for the day-to-day operation of the nursing unit (e.g., daily staffing, patient care assignments and communication with staff, providers and management).

C. "Relief Charge Nurse" is defined as a Registered Nurse who is designated by the unit nursing manager for a specific shift in a nursing unit in the Charge Nurse's absence. A Relief Charge Nurse will be provided adequate training, as determined by Department and/or Hospital management. The assignment will be made only in the event the unit nursing manager determines it is appropriate to do so, in their discretion. Any Nurse designated as Relief Charge Nurse shall be entitled to the charge differential when carrying out charge Nurse assignments in the absence of the Charge Nurse.

D. "Preceptor" is defined as a Registered Nurse who is designated by the unit nursing manager to act as preceptor to newly hired Nurses, nursing students, or senior practicum students, and has the responsibilities outlined in Legacy policy. Any Nurse designated as preceptor shall be entitled to the preceptor differential when carrying out preceptor duties for another Registered Nurse. Preceptor differential shall not apply to any assignments involving student nurses.

E. "Float Nurse" is defined as a Nurse (excluding Resource Pool nurses) who has successfully completed Hospital-based education and competencies required to work in a secondary unit and voluntarily and independently assumes a full patient care assignment on that unit. Float Nurses shall not displace part-time or full-time nurses assigned to work a scheduled straight-time shift, including shifts where the Nurse is placed on ~~standby~~ **agrees to** standby due to low census.

F. "Resource Pool Nurse" is defined as a non-bargaining unit Registered Nurse who is a member of the Legacy Resource Pool, and at the discretion of management may be assigned or floated throughout the Hospital, without notice, to work in any unit they are deemed qualified to work. While not members of the bargaining unit, the Resource Pool Nurses will have low census and scheduled call administered in accord with the provisions of the contract. Resource Pool Nurses shall not displace part-time or full-time nurses assigned to work a scheduled straight-time shift, provided however that when a Resource Pool Nurse has been assigned to a shift, they will be included in the low-census rotation with other nurses in the department.

G. "Full-time Nurse" is defined as a Nurse who works a minimum of 36 hours for a workweek Sunday to Saturday or 72 hours for a 14-day pay period.

1  
2 H. "Part-time Benefited Nurse" is defined as one who is regularly scheduled less than 36  
3 hours but at least 24 hours for a workweek. Part-time nurses are eligible to participate in  
4 benefits in accordance with the specific benefit plan/policy.

5  
6 I. "Part-time Non-benefited Nurse" is defined as one who is regularly scheduled less  
7 than 24 hours for a workweek. Part-time Non-benefited Nurses are not eligible to participate  
8 in benefits.

9  
10 J. "On-call Nurse" is defined as a Nurse who is a member of the bargaining unit, is  
11 designated On-call by the Hospital, and is scheduled to work on an as needed basis with no  
12 assigned FTE. To maintain On-call status, a Nurse must work the minimum requirements  
13 established by Legacy policy for similarly-situated non-bargaining unit nurses. Based on  
14 business needs, departments may establish additional availability for On-call nurses in  
15 excess of the minimum of twenty-four shifts per year for On-Call Nurses.

16  
17 On-call Nurses shall receive a differential of 10% in lieu of benefits. On-call Nurses shall  
18 receive the following contractual provisions: differentials as provided in Article 6(A), pay  
19 for work on a holiday as provided in Article 8(B), and overtime compensation as provided  
20 in Article 9(C). On-call Nurses are not eligible fringe benefits (including but not limited to  
21 health and welfare and APL) described in Articles 7 and 12. Eligibility for retirement shall be  
22 governed by the terms of the retirement plan. On-call Nurses may be eligible for LSI or  
23 other incentive pay; eligibility will be the same as for non-represented On-Call Nurses.

24  
25 K. "Anniversary date" of employment is defined as the month and date on which  
26 employment began at Legacy Health (or as recognized when Silverton Hospital became  
27 part of Legacy Health). If any anniversary dates are adjusted, such adjustment will be  
28 prospective only. Legacy will provide a Nurse's current wage rate on the Nurse's pay stub.  
29 A Nurse may ask their Department Manager for their wage step. A Manager or designee will  
30 make all reasonable efforts to provide the requested wage step information within 7 days.

31  
32 L. "Seniority" is defined as the length of employment as measured by the total hours  
33 paid as a "Nurse" including low-census hours and time worked as an LPN, but excluding  
34 standby hours, and hours employed outside the bargaining unit. Paid hours also include  
35 APL and grandfathered EIB.

36  
37 M. "Standby/Call Time" is defined as any time in which a Nurse, while not on duty, is  
38 required by the Hospital to restrict activities to be available to receive a request and report to  
39 work as soon as possible. Any Nurse on standby status should be able to report to work  
40 within 45 minutes of notification (unless a prior arrangement has been made with the Nurse  
41 Manager, in writing). For scheduled OR and PACU call shifts, OR Nurses must be able to  
42 report within 30 minutes of notification, and PACU nurses must be able to report within 60  
43 minutes of notification. Standby/call time shall be paid and administered in accordance with  
44 Legacy policy applicable to similarly-situated non bargaining unit nurses and the provisions  
45 of this Agreement (see Policy 500.201 – Pay Practices Supplementing Base Salary), except  
46 where modified by this Agreement.

1  
2 N. "Call Worked" (formerly "call back") is defined as time "at work" following notice to  
3 report to work from standby or call time status. Call worked shall be paid and administered  
4 in accordance with Legacy policy applicable to similarly-situated non bargaining unit  
5 nurses, which includes a minimum of three (3) hours work/pay, (see Policy 500.201 – Pay  
6 Practices Supplementing Base Salary), except where modified by this Agreement.  
7

8 O. "Variable shift position" is defined as a position that alternates between day shift  
9 and night shift per department needs, as determined by management, and at the  
10 minimum is scheduled three day or evening shifts and three night shifts per every three  
11 schedule periods.  
12

13  
14 Q. "Introductory Nurse" is defined as a Nurse who is in their first 120 days of  
15 employment with the Hospital.  
16

17 R. Supplemental Nurse: Nurses who are not regularly scheduled, and who have a  
18 minimal expectation of the number of hours to be worked. Based on business needs,  
19 departments may establish additional availability requirements for supplemental Nurses.  
20 These requirements may not exceed those established for on-call Nurses.  
21

22 S. Per Diem: Non-scheduled employees who are available to work a minimum of 48  
23 shifts per year, 24 of which are on weekends and one of which is on a designated holiday.  
24 Use of Per Diem staff is restricted to departments approved by Legacy Sr. Leadership,  
25 based on demonstrated business need. Based on business needs, departments may  
26 establish additional availability requirements for per diem staff.