Letter of Agreement

Between

Sky Lakes Medical Center and

Oregon Nurses Association

Sky Lakes Medical Center and the Oregon Nurses Association mutually agree to a change in Article 25—Group Insurance Benefits, Pension and HIV/Hepatitis Fund. This change is necessary following the conversion of the existing 401(a) plan to a 401(k) plan.

The parties therefore agree to modify Article 25 of the Collective Bargaining Agreement as follows:

Section 3. Pension Contributions

1. All employees that are 0.5 or greater status will have 5% of their plan eligible compensation contributed to an account in the 401(k) plan every two weeks beginning October 1, 2019. “Plan eligible compensation” is defined as an employee’s taxable wages for federal income tax purposes reportable on IRS Form W-2 with certain adjustments and an employee’s pre-tax contributions to specific benefit programs. Certain types of taxable fringe benefits are excluded, such as unused leave cash outs, and the 5% contribution is not made on those amounts.

2. Supplemental employees will be reviewed once each calendar year. If the employee has worked more than 1000 hours in a calendar year, a contribution of 5% of eligible compensation earned during the plan year for work as a supplemental employee will be contributed into an account in the 401(k) plan for the employee.

3. If an employee is in a 0.5 or greater position and transfers to a supplemental position or if a supplemental employee transfers to a 0.5 or greater position the following will rule:
   a. All worked hours in the year will count towards the 1000 hours.
   b. The contribution mentioned in #2 will be made only with respect to the compensation earned in the payroll periods during which the employee was a supplemental employee.
   c. The employee will retain any contributions that the employee received, while in a regular status position.

For example, a nurse who works in a full time status from January-June, would receive employer contributions of 5% of compensation for each biweekly pay period under the 401(k) in that time period. The nurse then moves to a supplemental position July-December. The nurse would keep the prior deposits of employer contributions for the biweekly pay periods from January – June, but would not continue to receive contributions for later biweekly pay periods. After the end of the year, a look back would take place counting all hours worked at the hospital including time worked
both as a full time and as a supplemental nurse. If in that past year, the nurse worked at least 1000 hours, the nurse would qualify for a one time deposit for the time period (July-December) of 5% of compensation earned as a supplemental employee during that period.

The parties agree this change is effective starting with the paycheck for the first payroll period that ends in October, 2019.

Unless otherwise negotiated through the bargaining process, this Letter of Agreement shall expire on December 31, 2020.

FOR THE HOSPITAL:  
SKY LAKES MEDICAL CENTER

FOR OREGON NURSES ASSOCIATION:  
SLMC BARGAINING UNIT

Date

10/10/19

10/7/19