

**Letter of Agreement
Between ONA with PNAL and SLCH
Step Correction Process**

June 8, 2026

This Letter of Agreement between Oregon Nurses Association (ONA) with Professional Nurses of Lebanon (PNAL) and Samaritan Lebanon Community Hospital (SLCH) provides for additional clarification around the intent of negotiated language, and provides for further step corrections to be applied to nurses who were not on longevity steps but did not experience a change in step placement due to the change to the 1,100 hour rule.

While not directly agreed to during bargaining, and therefore not appearing in the text of the 2025-2028 ONA-SLCH agreement, discussions were held between the parties regarding contract implementation, and there was a conversation that was incorrectly interpreted to mean that retroactive payments for step corrections would be effective July 14, 2025, and that all nurses would have their step placements reviewed, applying new contractual language retroactively. The intent behind this statement was to provide clarification regarding the initial across-the-board increases for the contract and not the retroactive payments.

Article 23.C. Step Correction states: *Nurses who were on a longevity step prior to July 1, 2025, will be placed on the step that reflects their previously credited years of experience and their years of service at SLCH. This change will be effective the pay period that begins at least forty-five days after ratification of this Agreement.* Step corrections related to this section were implemented on October 6, 2025.

There was no agreement made during collective bargaining to provide for nurses' step placements outside of those on longevity steps to be changed, and furthermore, there was no agreement to modify nurses' step increase dates.

In the interest of resolving the interpretation of conversations held during the implementation process, both parties agree to the following:

1. All nurses whose step increases were delayed due to the hour requirement, will have their steps reviewed and updated to reflect their credited years of experience at hire and years of employment with LCH. These step corrections will be made retroactive to July 14, 2025. Nurses will progress to the next step on the scale on the nurse's anniversary date.
2. Step corrections related to Article 23.C. of the 2025-2028 ONA-LCH Agreement that were implemented on October 6, 2025, will be made retroactive to July 14, 2025.

Changes to step placement as identified above in (1) and (2), and subsequent additional retro payments will be applied only to a nurse’s hourly rate of pay.

Lebanon Community Hospital agrees to making this change in a good faith effort to resolve the difference in understanding on a one-time basis. This agreement will not create precedent for future contract negotiations or contract interpretation.



2026-Jun-15 | 9:21 AM PDT

Mary Crawford-Seekatz, PNAL ChairDate



2026-Jun-15 | 9:14 AM PDT

Ashley Bromley, ONA Labor RepresentativeDate



2026-Jun-15 | 9:58 AM PDT

Cassy Hamilton, SLCH Director Nursing ServicesDate



2026-Jun-18 | 12:56 PM PDT

Olivia Moffett, SHS Labor Relations Business PartnerDate