Letter of Agreement  
Between ONA with PNAL and SLCH  
Emergency Department Extra Shifts Rate of Pay  
Plus Twenty Dollars ($20) per hour Premium  
Effective 7/18/2021 – 9/26/2021

S: There is a critical need for coverage of Emergency Department (ED) nursing shifts during the weeks from Sunday, July 18, 2021 through Sunday, September 26, 2021.

B: Per our contract Article 7, F, nurses who agree to work on weekends normally scheduled off will receive time and one-half their regular rate of pay plus twenty dollars ($20) per hour premium for all hours worked on the extra weekend except trades arranged by nurses for their convenience. At this time of year, having open shifts and knowing unexpected absences will occur, the critical challenge is to fully staff ED.

A: Samaritan Lebanon Community Hospital (SLCH) is now offering time and one-half their regular rate of pay plus twenty dollars ($20) per hour premium to nurses who pick up extra shifts, in a minimum of six (6) hour increments, as specified in this Letter of Agreement during the time period of Sunday, July 18, 2021 through Sunday, September 26, 2021.

R: This Letter of Agreement between Oregon Nurses Association (ONA) along with Professional Nurses Association of Lebanon (PNAL) and Samaritan Lebanon Community Hospital (SLCH), defines Emergency Department (ED) extra shifts rate of pay plus twenty dollars ($20) per hour premium for open nursing shifts in ED from July 18, 2021 through September 26, 2021.

Effective Sunday, July 18, 2021, to facilitate this coverage, SLCH will provide compensation at time and one-half their regular rate of pay plus twenty dollars ($20) per hour premium, regardless of the day of the week, and all applicable differentials for that shift to nurses picking up open nursing shifts in ED from Sunday, July 18, 2021 through Sunday, September 26, 2021.

Extra holiday shifts picked up between Sunday, July 18, 2021 through Sunday, September 26, 2021 will be paid at double time their regular rate of pay plus twenty dollars ($20) per hour premium and all applicable differentials for that shift.

Extra shifts may be split into increments of no less than six (6) hours.

These shifts are open to ED nurses and other nurses that are cross trained to ED. They will be assigned on a first come basis.
If a per diem nurse picks up shifts above their minimum of four (4) shifts per schedule period, including two (2) weekend shifts, in ED from Sunday, July 18, 2021 through Sunday, September 26, 2021, they will be paid with the rate of pay at time and one-half their regular rate of pay plus twenty dollars ($20) per hour premium and all applicable differentials for that shift.

If a per diem nurse picks up a holiday shift they were not previously scheduled for, not including any approved trades, in ED from Sunday, July 18, 2021 through Sunday, September 26, 2021, they will be paid double time their regular rate of pay plus twenty dollars ($20) per hour premium and all applicable differentials for that shift.

We realize some nurses had already picked up extra shifts during the time period of this Letter of Agreement (7/18/2021–9/26/2021), and we will extend the rate of pay as outlined above to extra shifts already picked up during this time period. All other shifts, not listed in this Letter of Agreement, during this time period will be paid according to current contract language.

This Letter of Agreement between Oregon Nurses Association (ONA) along with Professional Nurses Association of Lebanon (PNAL) and Samaritan Lebanon Community Hospital (SLCH), defines Emergency Department (ED) extra shifts rate of pay plus twenty dollars ($20) per hour premium for open nursing shifts in ED from July 18, 2021 through September 26, 2021.

Mary Crawford-Seekatz, RN, PNAL Chair    Date

Tizoc Arenas, ONA Labor Relations    Date

Wendie Wunderwald, RN, VP of Patient Care Services    Date

Scott Russell, SHS Director of Labor Relations    Date