Letter of Agreement
Between ONA with PNAL and SLCH
Surgical Services Extra Orphan Call Bonus Pay
Effective 4/10/2022

S: It has been agreed between Oregon Nurses Association (ONA) along with Professional Nurses Association of Lebanon (PNAL) and Samaritan Lebanon Community Hospital (SLCH) that extra orphan call shifts will be compensated with a bonus payment as outlined below.

B: Samaritan Lebanon Community Hospital (SLCH) Surgical Services Department (Ambulatory Surgery, OR, and PACU) staff are required to pick up call shifts during the week and on weekends when department is otherwise closed. There are times when after assigned weekend and other shifts are picked up to make minimum monthly requirement per contract language, there are additional call shifts still open. There is a rotating round of picking up extra call shifts. When that has been completed, there may still be open call shifts, due to illness, leaves, or termination/resignation. Per contract language, these open call shifts are then called orphan call shifts. “Volunteers who agree to take orphan call will receive Bonus Call payment. If there are no volunteers for an orphan call situation, the call will be assigned by rotation.”

A: Currently, Surgical Services has several open positions, thereby creating more need for call coverage. Given it is required that we have available coverage whenever the department is closed and due to current staffing, there is a higher need for orphan call.

R: SLCH Surgical Services Department will pay extra orphan call bonus for nurses who pick up extra orphan weekend or holiday call. The extra orphan call bonus pay will be compensated at the rate of $300 for extra orphan weekend call (63.50 hours) or $200 for extra orphan holiday call (24 hours). Extra orphan weekend or holiday call can be shared by multiple nurses with approval from the VP of Patient Care Services and extra orphan call bonus pay will be prorated based on the number of extra orphan call hours picked up.

The extra orphan call bonus pay will be retroactive to 11/01/2021 and will be in effect until 7/3/2022 or based on hiring and training of replacement nurses.

This Letter of Agreement between Oregon Nurses Association (ONA) along with Professional Nurses Association of Lebanon (PNAL) and Samaritan Lebanon Community Hospital (SLCH), defines Surgical Services Department extra orphan call bonus pay for extra orphan weekend or extra orphan holiday call.

Mary Crawford-Seekatz, Chair, PNAL

Tizoc Arenas, Labor Reps, ONA

Wendie Wunderwald, VPPS, SLCH

Scott Russell, Labor Relations, SHS

5/4/2022 | 08:57:39 PDT
Date

5/4/2022 | 20:41:08 PDT
Date

5/3/2022 | 16:13:00 PDT
Date

5/3/2022 | 15:25:46 PDT
Date