LETTER OF AGREEMENT
LOA 17
OPERATING ROOMS MANDATORY STANDBY

St. Charles Health System, Inc., d/b/a St. Charles Bend ("Hospital") and the Oregon Nurses Association ("Association") agree that the following provisions shall apply to the scheduling of Mandatory Standby. Standby shall be a requirement of all full-time and part-time day and evening shift nurses, practicing within the Operating Rooms, excluding full time Charge Nurses. RNs working every other weekend (Saturday and Sunday for minimum of eight hours each day) or more will be exempt from weekend standby.

1. Standby coverage times will be defined by Operating Room Standby Guidelines. Modifications to the Operating Room Standby Guidelines will be made in collaboration between management and the UPC.

2. The Hospital currently has Specialty Teams. These teams will take mandatory standby for their areas of expertise.

3. Full and part time day and evening shift RN's will rotate through standby shifts in an equitable manner.

4. The General Response Team(s) will be scheduled for standby Monday-Thursday from 2245-0730. Any increase in the number of mandatory standby hours, as defined in the Operating Room Standby Guidelines, are subject to notification and bargaining requirements in accordance with Article 7.12.2 of this Agreement.

5. On the weekends (2245 Friday through 0730 Monday for purposes of this LOA) The General Response Team(s) will provide standby coverage as defined in the Operating Room Standby Guidelines.

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6. All full-time and part-time day and evening shift RN’s will rotate standby on Hospital-designated holidays. If an RN is scheduled to work on a holiday they shall not also be scheduled for mandatory standby.

7. Caregivers may trade or give away standby in accordance with the Operating Room Standby Guidelines.

8. On call response times will be determined by the OR staffing committee (UPC) and defined in the Operating Room Standby Guidelines. In order to ensure compliance with OAR 839-020-0041 on call response times shall be no less than thirty (30) minutes which shall be implemented no later than June 1, 2018.

10. Nurses who have twenty (20) years of continuous employment as a regular full or part-time nurse at St. Charles Health System Bend may request to be exempt from the standby rotation. The exempt status will be approved if it does not result in The General Call Team(s) RNs being scheduled in excess of one weekend per month and one weekday per week of mandatory standby.

OREGON NURSES ASSOCIATION

Courtney Niebel
Labor Relations Representative
Date: 1/26/16

ST. CHARLES BEND

Robert D. Gomes
CEO, St. Charles Bend
Date: 6/4/16

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