

Letter of Agreement (Agreement)
Between
St. Charles Healthcare System, Redmond
And
Oregon Nurses Association

The parties to this Agreement agree that the Health System (SCHS) will alter ETO accrual rates, wages, wage differentials, meals & breaks language, and Caregiver Assistance Program visits for all eligible ONA Caregivers in exchange for a contract extension through November 30, 2026. This Agreement will include all current contract language including all LOAs or MOUs, as modified by the terms below.

Article 8 – Compensation

- Wage increases of \$5/hr the pay period following an executed extension agreement and a 3% ATB July 2024, 4% ATB July 2025, 2% ATB January 2026 and 2% ATB July 2026.

Differential	Current	Effective PP after this LOA is signed
Night 0-2yrs	▪ \$5.35	▪ \$10.00
Night 2-5yrs	▪ \$6.89	▪ \$12.00
Night 5+yrs	▪ 6.89	▪ \$14.00
Weekend	▪ \$1.80	▪ \$2.00
Positioned Charge Nurse	▪ \$3.50	▪ \$5.00
Preceptor	▪ \$2.00	▪ \$5.00
Standby	▪ \$5.00	▪ \$7.50

Article 3 - Earned Time Off

- 3.2 Schedule
 - Earned Time Off accrual rates will be increased by 24 hours annually per tier effective first pay period following execution of this LOA.

Caregiver Assistance Program

Current Visits	Visits Effective after this LOA is signed LOA
3	12

Article 19 - Duration

The current CBA duration clause is amended to extend the contract to and including November 30, 2026.

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Withdrawal of Pending ULPs and Grievances: All pending ULPs and contract interpretation grievances are immediately withdrawn with the following to be discussed in JLRC:

- Fellowship LOA
- System Resource Float LOA
- ED Critical Needs LOA
- Perioperative Service LOA – Holiday Closure
- PNCC Rollover
- Successorship

NEW – LOA Missed Meals & Breaks

Caregivers must accurately and contemporaneously report missed meal periods and rest breaks at the time clock.

Starting July 1, 2025, in the event a caregiver accurately reports a missed meal period or missed rest break on the time clock during their shift, they will be eligible to receive, upon request, a single payment equivalent to an additional half hour of pay at their base rate for a missed meal period and a quarter of an hour pay for each missed rest break in the next payroll period. This payment will not be counted as an hour worked for any reason. Nurses who decline to take a break when offered are not eligible for this payment.

. ETO accrual rates, wages, wage differentials, and number of Caregiver Assistance Program visits will adjust the first pay period following execution of this Agreement.

Executed DATE

By ONA _____

By: SCHS: _____