Jenn Ruiz (PSVMC sexual assault nurse examiners (SANE) RN), Kathy Keane (PSVMC Oregon Nurses Association (ONA) officer) and Sally LaJoie met with Jennifer Burrows and Lori Richards on April 22. We received the St. Vincent Medical Center’s counterproposal (pages 2 and 3 of this newsletter).

The two things the ONA team proposed in our last meeting in March they did not agree to was the retro-pay until June 2018 (they proposed Jan. 1, 2019*) and mileage (rather than a flat dollar amount as a travel stipend).

The PSVMC wants to pay mileage for travel to any hospital (other than St. Vincent, your home base).

The primary reason is they believe it will be hard to consistently administer the stipend and make sure people are paid. They said that the concurrent system is more accurate, and the mileage information can be entered electronically at the end of each shift.

The mileage distances are in the attached proposal. For ease of administration, mileage would be calculated from St. Vincent to the other locations.

For your agreements, the mileage calculation would be different. The language does not include today’s IRS mileage rate ($0.58 cents per mile)

because that is adjusted often.

Under today’s mileage, the reimbursements are:

- Providence Portland Medical Center – (23 miles, $13.34)
- Providence Milwaukie Hospital – (24 miles, $13.92)
- Providence Newberg Medical Center – (38 miles, $22.04)
- Providence Willamette Falls Medical Center – (45 miles, $26.10)

All of the above amounts are round-trip, if a nurse was a called to more than one hospital on a SANE shift, they would receive mileage for both trips.

ONA labor relations representative will be negotiating separate agreements at the other Providence bargaining unit(s)

*The retro pay issue (July 2018 or January 2019) does not impact the PSVMC SANE RNs, because none worked independently on cases prior to January. So, they are likely to agree to this language. We let management know the other units may not be in agreement on this if their SANE nurses were taking cases independently in 2018, and that would be addressed separately.
St. Vincent Medical Center’s counterproposal

PSVMC COUNTER PROPOSAL
April 22, 2019

Letter of Agreement: Sexual Assault Nurse Examiner (SANE) Program

Providence St. Vincent Medical Center ("the Medical Center") and Oregon Nurses Association ("ONA") have met and discussed the Sexual Assault Nurse Examiner (SANE) compensation at the Medical Center. This agreement will be incorporated into the Collective Bargaining Agreement when next negotiated.

Except as set forth or modified below, all other provisions of the collective bargaining agreement will apply:

SANE nurses work in this role on a voluntary basis, and are not subject to any mandatory standby/call requirements.

SANE nurses are called to work on cases at various Providence medical facilities in the region: Providence Milwaukie Hospital, Providence Newberg Medical Center, Providence Portland Medical Center, Providence St. Vincent Medical Center Providence, and Providence Willamette Falls Medical Center. Other than specific modifications set forth herein, SANE nurses are paid according to their home facility’s collective bargaining agreement, regardless of location of work performed.

Compensation:

SANE Exams: SANE nurses that are contacted by the Medical Center and asked to voluntarily report for a SANE case will be paid at the call-back rate (time and ½ their hourly rate) plus incentive pay of $18.00 per hour for hours worked, and will be paid 12 hours of on-call/standby pay (or more should the shift worked be excess of 12 hours), in addition to being subject to the 4-hour report pay provision of Article V Section K J of the Collective Bargaining Agreement.

Standby/Call: SANE nurses will be paid the on-call/standby rate of pay for call shifts of $4.70/hr. or as otherwise later defined by the ONA/PSVMC contract. App. A.D.1. SANE standby hours will not count toward the extra amount paid to nurses exceeding 52 hours of standby pay per scheduled period as defined in the collective bargaining agreement.

Travel:

SANE nurses will receive mileage at the IRS rate for miles traveled (round trip) to a case at a Providence facility according to the this mileage chart: attached.

<table>
<thead>
<tr>
<th>Mileage Chart from PSVMC – Round Trip</th>
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<tbody>
<tr>
<td>Milwaukie</td>
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<tr>
<td>Newberg</td>
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<tr>
<td>Providence Portland</td>
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<tr>
<td>Willamette Falls</td>
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</tbody>
</table>

SANE nurses will receive a travel stipend of $230 per case

Court Appearances: Overtime rate of time and ½ hourly rate
St. Vincent Medical Center's counterproposal (continued from page 2)

**Training:** Regular rate of RN's primary position

**Retroactive Pay:** Retroactive pay for SANE RNs at the agreed upon SANE exam rate for independent evaluations and preceptored cases (not applicable to other training or class time) on or after **January 4, 2019/July 1, 2018.**

**Description of SANE Responsibilities**
- Obtain training and education consistent with the Oregon Attorney General Sexual Assault Task Force guidelines, with certification within one year of didactic training.
- Collaborate with a multidisciplinary team to collect medical forensic evidence in accordance with the OR-SATF guidelines for SAFE kit collection and SANE exam policies and procedures.
- Demonstrate compassion and caring to all patients, family members, visitors and community partners.
- Document all findings and interventions performed in a professional and thorough manner, in compliance with all required components of the standard of care for sexual assault patients.
- Provide evidence-based, trauma-informed care and consultation as the on-call specialist for Providence in the area of sexual assault.

**Commitment**
- All work including work on an overtime basis is voluntary and has been agreed upon by the RN
- A cumulative total of **Two (2) 24-hours in call shifts a month in a scheduling period (shifts of 8 or 12 hours in duration as determined by management).**
- Response time target is one hour to the unit from dispatch; **goal 30 minutes.** Expectation that dispatch site is made aware of estimated arrival time and potential traffic delays.
- Availability for one recognized holiday a year
- Availability for weekend call as needed for 1 weekend shift per scheduling period, as needed
- Attend staff meetings and in-services as needed throughout the year
- Maintain current SANE certification
- Attend ongoing education and training opportunities
- Maintain chain of evidence
- Complete SAVE fund application with patient and seal medical records

*If a SANE nurse agrees to continue to work past their scheduled shift on a SANE case, the nurse will be paid the overtime rate (time and a half their hourly rate) and incentive pay, regardless of the length of shift.*

**PROVIDENCE ST. VINCENT MEDICAL CENTER**

By: Jennifer Burrows RN, BN, BSc, MBA
Chief Nursing Officer

Date: __________________________

**OREGON NURSES ASSOCIATION**

By: __________________________
Sally LaJoie
Labor Relations Representative

Date: __________________________