OREGON NURSES ASSOCIATION
And
PROVIDENCE ST. VINCENT MEDICAL CENTER

Memorandum of Understanding – Low Census Process

Oregon Nurses Association (ONA) and Providence St. Vincent Medical Center (PSVMC) hereby agree to the following understanding, effective November 10, 2019:

Article XVIII, section G(1), Low Census Process, is revised as follows:

1. Low Census will be assigned in the following sequence within the cluster (and within unit in the surgical clusters) where the need for Low Census is identified in the following order:
   a. Agency Nurses (Travelers, Per Diem or Guaranteed)
   b. Temporary Nurses (A nurse employed by the Medical Center for less than 6 months)
   c. Share Care Nurses
   d. Nurses earning overtime and extra shift incentive pay
   e. Nurses earning overtime without extra shift incentive pay
   f. Nurses earning extra shift incentive pay without overtime
   g. Volunteers, with preference given to standby volunteers
   h. Resource RNs (0.0 FTE) (After working 24 hours that week)
   i. Part-time nurses working an extra shift without extra shift incentive pay or overtime
   j. Resource RNs (0.0 FTE) (Working less than 24 hours that week)
   k. Mandatory Low Census

This agreement will be incorporated into the Collective Bargaining Agreement when next negotiated, unless otherwise modified by mutual consent between ONA and PSVMC.

OREGON NURSES ASSOCIATION

By: 
Sally LaJoie, Labor Relations Representative
Date: 11/10/19

PROVIDENCE ST. VINCENT MEDICAL CENTER

By: 
Lori Richards, Director, Human Resources
Date: 11/6/19