MEMORANDUM OF UNDERSTANDING (MOU)

4 WEST UNIT

This Memorandum of Understanding is hereby entered into between Tuality Community Hospital ("Hospital") and the Oregon Nurses Association ("Association"), collectively the "Parties."

Whereas, beginning approximately July 1, 2021 the Hospital will launch a new inpatient nursing unit on 4 West.

Whereas, the Collective Bargaining Agreement ("Agreement") between the Parties does not recognize the Association as the collective bargaining representative of the Staff Nurses who will work in the 4 West unit and the Agreement does not apply to Staff Nurses' terms and conditions of work in the 4 West unit.

Whereas, the Parties desire to amend the Agreement to recognize the Association as the collective bargaining representative of all Registered Nurses who are employed as Staff Nurses in the 4 West unit and to apply the Agreement to the Staff Nurses' terms and conditions of work in 4 West, as specified and amended in this MOU.

Now therefore, Hospital recognizes the Association as the collective bargaining representative of all Registered Nurses who are employed as Staff Nurses in the 4 West unit.

The Hospital and the Association agree that all applicable articles and appendices of the Agreement will apply to Staff Nurses in the 4 West unit, and that the Hospital and the Association will comply with such terms, except as specifically set forth below:

1. **ARTICLE 1 – RECOGNITION AND MEMBERSHIP, SECTION A:** The "4 West Unit" will be added to the list of Hospital units in which Staff Nurses employed by the Hospital are represented by the Association, excluding administrative and supervisory personnel and all other employees.

2. **ARTICLE 4 – PAID TIME OFF, SECTION D:** Hospital will grant prescheduled time off requests to a minimum of one (1) 4 West Staff Nurse per shift, due to the size of the unit.

3. **ARTICLE 5 – HOURS OF WORK, SECTION M:** For the purposes of this section, the 4 West Unit is defined as a single unit.

4. **APPENDIX A, SECTION O:** For the purposes of qualifying for a certification bonus under this section, the Hospital will accept the same certifications from 4 West Staff Nurses as it will accept from Medical Surgical Staff Nurses, as listed in this section for the Medical Surgical unit.

Tuality Community Hospital

By: Kelley Frengle, ___________
   Vice President of Human Resources
   (Printed Name)

Oregon Nurses Association

By: Jocelyn Pitman
   Labor Representative
   (Printed Name)
Kelly Frey

(Signature)

Date: May 27, 2021

Jaime Franks

(Signature)

Date: 5/27/21