

RN Care Manager Letter of Agreement

Oregon Nurses Association (“ONA”) and Providence St. Vincent Medical Center (“PSVMC”) agree that Registered Nurse Care Managers at Providence St. Vincent Hospital will be covered by the current collective bargaining agreement (CBA) between Providence St. Vincent Medical Center and the Oregon Nurses Association, under the following terms and conditions:

- 1) All articles, sections, and letters of agreement in the CBA shall apply to Registered Nurse Care Managers unless otherwise specified herein.
- 2) Upon ratification, Care Managers' current PTO accrual rates shall increase by thirty six hours (36) at each PTO accrual range, based on a full time, 1.0 position, Care Managers' will access to the Short-Term Disability program under the terms available to all other Providence St. Vincent Medical Center employees not in the bargaining unit, and be included in all updates to the plan for the duration of this agreement... The following related sections of the ONA agreement are not applicable to Care Manager RNs: *II-A, Vacations, III-B, Paid Time Off, IV-A, Sick Leave, IV-B, Extended Illness Time, VI, Holidays, and Letter of Agreement Front Loading of Hours to RN PTO/Vacation Banks*. In the event that the Medical Center modifies the Short-Term Disability benefit for non-represented caregivers in response to the Oregon Paid Family Medical Leave Act: The parties agree to discuss whether to extend the modifications to Care Management RNs, with the understanding that the no-strike clause of the CBA will remain in effect.
- 3) Wage Scale and Placement: Effective the second full pay period following ratification, Registered Nurse Care Managers will be placed at the wage rate for corresponding employee in PSVMC's excel document wage scale. Placement on the scale is based on one (1) step credit for each year of RN experience per the terms of the collective bargaining agreement.
- 4) Registered Nurse Care Managers will convert to non-exempt (hourly) status,

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[11/8 ONA proposal Care Manager LOA](#)

effective the second full pay period following ratification. This means they will be expected to work their regular shift time unless a change has been pre-approved by leadership. Regular shift times are as follows: The (10)-hour shift: seven (7) a.m. to five-thirty (5:30) p.m. Eight (8)-hour shift: eight (8) a.m. to four-thirty (4:30) p.m. Registered Nurse Care Managers will maintain their current process for adjusting daily shift times through communication with the unit leader.

- 5) The provisions of Article VIII, *Floating*, are not applicable to Care Manager RNs.
- 6) During the term of this agreement, changes to a Registered Nurse Care Manager's shift duration may only occur through mutual agreement of the Care Manager and Medical Center.

7) The Care Management Department will maintain the current self-scheduling model following ratification of this LOA.

8) Job bidding, transfers, and other schedule changes will be based on registered nurse care managers' departmental seniority.

9) Upon ratification, the Care Management Department will be added to the Hospital's Nurse Staffing Plan and Housewide Nurse Staffing Committee. Within ninety (90) days of ratification, a department staffing plan shall be developed in collaboration with staff and shall take into consideration Social Workers and other non-RN staff. The plan shall establish a core number of staff per day, considering census and acuity on the floors, and the number of ACM floats or helpers. The plan shall consider volume at the beginning of each week. For example, if volume is higher than average, the department shall increase staffing needs through the duration of the week to meet increased patient demand.

Deleted: <#>Effective the second full pay period following ratification, Registered Nurse Care Managers employed as of the date of ratification will receive a ratification bonus of two thousand (\$2,000) dollars, pro-rated based on FTE, subject to applicable withholdings. Regardless of FTE, no Registered Nurse Care Manager will receive less than one thousand (\$1,000) dollars.¶

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10) This agreement shall remain in effect until either party serves notification contained in Article XXV, *Duration and Termination*, of the collective bargaining agreement.

