

EP Lab Letter of Agreement

Oregon Nurses Association and Providence St. Vincent Medical Center agree that EP Lab Registered Nurses at Providence St. Vincent Medical Center are 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 contained in the CBA apply to EP Lab Registered Nurses unless otherwise specified herein.
2. EP Lab nurses will maintain their current PTO accrual rates and access to the Short-Term Disability program under the terms and conditions in place as of ratification. The following sections of the ONA agreement are not applicable to EP Lab RNs: III-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*. EP Lab nurses will have access to the enhanced Short-Term Disability program currently available for non-represented caregivers.
2. The terms outlined in Appendix A will be applicable for step progression. The anniversary date for each EP Lab RN is the date of contract ratification for EP Lab RNs employed at that time.
3. The seniority date for each of the EP Lab RNs is the date of contract ratification, December 27, 2022, for all EP Lab RNs employed at that time. Notwithstanding the above, EP Lab vacation requests will be based on date of hire within the Medical Center.
4. For the purposes of article VIII, *Floating*, the EP Lab shall combine with the Cath Lab as a cluster. For the duration of this Letter of Agreement, floating within the EP Lab/Cath Lab cluster will be in accordance with the status quo (on volunteer basis).
5. The EP Lab shall not move to weekend or standby scheduling during the term of this agreement.
6. Registered nurses required to sign up for or work mandatory overtime beyond their regularly scheduled shift duration will have such time treated as required scheduled standby and paid under the terms of Appendix A Section D-2.

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

OREGON NURSES ASSOCIATION

By: _____
Joseph West, Labor Representative
Date: _____

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Deleted: In the event that, in response to the Oregon Paid Family Medical Leave Act (effective Jan. 1, 2023), the Medical Center modifies the Short-Term Disability benefit for non-represented caregivers, the parties agree to discuss whether to extend the modifications to EP Lab RNs, with the understanding that the no-strike clause of the CBA will remain in effect.

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Deleted: Effective the second full pay period following ratification, EP Lab registered nurses will be placed at the wage rate contained in the attached roster.

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Deleted: EP Lab

Deleted: <#>Effective the second full pay period following ratification, EP Lab registered nurses employed as of the date of ratification or December 31, 2022, whichever comes first, will receive a ratification bonus of \$1,500, pro-rated based on FTE, subject to applicable withholdings. Regardless of FTE, no EP Lab RN will receive less than \$1,000.¶

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Deleted: <#>EP Lab registered nurses, and Providence St. Vincent Medical Center shall initiate work on a nurse staffing plan for the unit no later than ninety days from ratification of this agreement.¶

PSVMC Proposal
November 7, 2023

PROVIDENCE ST. VINCENT MEDICAL CENTER

By: _____
Lori ~~Kintz~~, Chief Human Resources Officer
Date: _____

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