

Deleted: **MEMORANDUM OF UNDERSTANDING**  
**REGISTERED NURSE MEALS AND REST BREAKS**

Providence St. Vincent Medical Center (the Medical Center) and the Oregon Nurses Association (ONA) hereby enter into the following Memorandum of Understanding toward the goal of ensuring Registered nurses (RNs) receive their meals and breaks. Within one hundred and twenty (120) days of ratification, the Medical Center will retain an independent consultant to do a comprehensive analysis of RN meal and break compliance. Nursing leadership and ONA officers will identify and agree to nine nursing units to undergo a comprehensive analysis. (The pilot will commence for five units in 2022, and four (4) additional units in 2023.) The consultant will objectively and independently analyze key elements, including but not limited to: Kronos timekeeping reporting data and unit-based records  
Unit HPPD in comparison to national benchmarks  
Guidelines established by professional nursing specialty organizations  
Unit-based RN staffing and shift length (including start/end time)  
Break assignment documentation for each shift and RN  
Paid missed meal breaks for RNs  
Missed rest breaks for RNs  
Timing of RN breaks for each scheduled shift  
Current RN break coverage plans  
Rates of unscheduled RN absences, leave of absences, turnover, and RN vacancies  
Use of temporary, external RN travelers  
RN overtime usage  
Unit observations  
Current processes for documenting and monitoring meal and rest breaks  
Upon completion of this independent review, the consultant will provide a report detailing their assessment and recommendations which will be shared with the ONA Task Force, Housewide Staffing Committee, and RNs and leaders of the selected units, to ensure transparency. Action plans, based on the consultant's recommendations, will be developed in collaboration with unit-based RNs and unit leadership within sixty days of receipt of final report, subject to review and approval by CNO or designee. Part of the action plan for the nine units will include a six-month meal and break pilot.  
The pilot shall include five units that the Task Force identifies. Mutually agreeable outcome metrics will be developed by the Task Force.  
A Registered nurse who provides break relief is responsible to relieve Registered nurses from their patient assignments for their rest periods and/or meal breaks. An RN providing break relief shall not routinely have a dedicated patient assignment, except in emergent situations.  
Following the selection of the nine units included in the pilot program, the units' Unit Partnership Councils (UPCs) shall convene and draft a sustainable plan for meal and break coverage, to be approved by unit leadership.

