

Emergency Department Letter of Agreement

The Oregon Nurses Association and St. Vincent Medical Center recognize the unique challenges facing Emergency Services. Due to our mutual interest in serving our local community the medical center commits to the following standards for nurse staffing in the Emergency Department.

Section 1 Staffing

1:4 RN to Patient Ratio in Vertical Care

Section 2 Short Staffing Differentials

1. **Temporary Staff Differential:** If the unit is required to be staffed with more than 25% agency/temporary nurses, the medical center will pay a differential of \$6 per hour to every permanent RN on the unit.
2. **Double Time Plus Incentive** for all shift vacancies when the department is short by two or more nurses on any given shift.

Section 3 Duration

The Letter of Agreement will remain in effect through the duration of the collective bargaining agreement and can only be removed through mutual agreement by the union and the medical center.