LETTER OF AGREEMENT: CLINICAL LADDER
Between Oregon Nurses Association
And
Providence St. Vincent Medical Center

Providence St. Vincent Medical Center (the “Medical Center”) and Oregon Nurses Association (the “Association”) are committed to the professional development, satisfaction, recruitment and retention of nursing staff. This brings about the best working conditions, patient care and benefits to our community at large. To that end, the Clinical Ladder program is in place to allow staff nurses to develop and explore professionally in areas to the mutual advantage of the nurse and the Medical Center.

To that end, the parties Providence St. Vincent Medical Center (“the Medical Center”) and Oregon Nurses Association (“Association”) hereby adopt the currently agreed upon Clinical Ladder Program (“the Program”) and the following terms in connection with said Program:

1. Nurses covered by the parties’ Collective Bargaining Agreement (“Agreement”) are eligible to participate in the Program, in accordance with the Program’s terms.

2. Nothing in the Program is subject to the grievance procedure set forth in the Agreement.

3. A Nurse who has been approved for, and is participating in, an advanced level under the Program will receive an increase in her/his Appendix A, Section A, hourly rate of pay under the Agreement, equal to the applicable amount set forth below for the Nurse’s Clinical Ladder level:

<table>
<thead>
<tr>
<th>Level</th>
<th>Increase</th>
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<tbody>
<tr>
<td>RN I</td>
<td>$1.75</td>
</tr>
<tr>
<td>RN II</td>
<td>$3.00</td>
</tr>
<tr>
<td>RN III</td>
<td>$5.00</td>
</tr>
<tr>
<td>RN IV</td>
<td>$6.00</td>
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</tbody>
</table>

4. In addition to the above-listed increase in hourly rate of pay, Nurses approved for and participating at, the following shall be eligible for:

   a. Level I RNs 8 hours, Level II RNs 16 hours, Level III and Level IV RNs 32 hours additional paid educational leave annually.

   b. Level I RNs will receive up to one hundred and fifty ($150.00), Level II RNs will receive up to three hundred dollars ($300.00), Level III RNs will receive up to six hundred dollars ($600.00), and Level IV RNs will receive up to seven hundred dollars ($700.00), in addition to whatever expense reimbursements they may otherwise qualify for, to defray the cost of registration and attendance in connection with the additional paid educational leave set forth in paragraph 4a. (The parties acknowledge that
these dollars are allocated based on a calendar year and, if not used in a calendar year, the funds will not rollover into the next year.)

5. **Clinical Ladder Board**
   
   a. **The Clinical Ladder Board** ("the Board") will operate consistent with its charter and this Agreement.
   
   b. **Up to 17 Board Members will be compensated up to 60 hours each, per calendar year, for their actual time spent attending Board meetings, providing mentoring, and in organized Clinical Ladder trainings. Board members must inform nursing administration that they will be using such time, and receive approval, in advance.**

6. **Clinical Ladder Process Review Committee**
   
   a. **The parties agree to form a Clinical Ladder Process Review Committee** ("the Committee") to review successes and challenges of the Program, and to resolve any individual concerns about the process, review, topics for levels 3 and 4 projects, project results, and any other disputes that may arise under the Program.
   
   b. **The Committee will consist of 2 members of the Board, the Medical Center’s Chief Nursing Officer, one management representative chosen by the Medical Center, one Human Resources representative chosen by the Medical Center, and one Association representative or designee.**
   
   c. **The Committee will meet quarterly on the same day that the Clinical Ladder Board meets. The Committee will review the number of applicants, approvals and denials, and will discuss any potential issues (e.g., whether certain units are declining in participation). The results of the Committee meeting will be reported at the nearest Labor Management Task Force Committee Meeting.**
   
   d. **The Committee will meet within 14 days of a request from a nurse applicant, the Clinical Ladder Board, the Medical Center, or the Association, unless the parties agree to extend such deadline in writing. Such request for a meeting will describe the concern and the requested resolution. The Committee will respond to the concern in writing within 14 days of its meeting.**
   
   e. **The Committee may invite any nurse or nurse manager to its meeting if it determines that the nurse or nurse manager can provide information helpful to understanding an issue or concern, or that would help the Committee’s decision-making process.**
   
   f. **The Committee will endeavor to make decisions by consensus. If it cannot reach consensus, decisions will be made by a majority vote of the voting members, which will be the two Clinical Ladder Board members, the Chief Nursing Officer, and the management representative.**
7. **Four (4) one-hour trainings for nurses interested in participating in the revised Program will be provided by up to six Board members between ratification of this Letter of Agreement and December 31, 2015.**

8. The Medical Center shall provide an educational conference in 2013-2016, exclusively for all Clinical Ladder participants. Request for released time from work will be subject to the Medical Center’s staffing needs. Conference attendees **Program participants** will receive additional paid educational leave to attend this conference. If the Medical Center does not release a Clinical Ladder participant from work to attend the conference, the Nurse will, upon request, be given paid educational hours equivalent to the conference time, at a later date.

9. The parties recognize that the purpose of the Program is to advance nursing practice and to support the clinical goals of the Medical Center. To that end, the Board shall prepare the agenda and keep minutes of the meetings, copies of which shall be provided to the Chief Nurse Executive and a designated Clinical Ladder liaison from the Medical Center’s management team and Association within two (2) weeks of each Board meeting. The minutes shall include a list of projects reviewed and approved by the Board each quarter.

10. **As a pilot project for the term of this Agreement, the Medical Center will, upon presentation of a valid receipt to Nursing Administration, reimburse each Clinical Ladder participant up to seventy-five dollars ($75.00) per year for online continuing education (such as Pearlsreview.com). Any additional cost will be borne by the Clinical Ladder participant. The parties agree to meet and review the effectiveness of this project prior to the expiration of this agreement.**

11. The Program will remain in effect as currently agreed upon, except as modified by this Letter of Agreement or by subsequent agreement of the parties. Notwithstanding this provision, if the Clinical Ladder Board determines additional revisions to the clinical ladder packet (non-economic terms) are appropriate, the Board may request that the Medical Center and Association meet to review the Board’s proposed changes. If the Association and the Medical Center mutually agree, the parties may modify the clinical ladder packet prior to July 1, 2018.

12. The Program will continue in effect, in accordance with this Letter of Agreement, until July 1, 2018. It will remain in effect from year to year thereafter unless either party notifies the other of its desire to terminate or modify it, by giving at least ninety (90) days written notice of termination to the other party and at least sixty (60) days written notice of termination to the Federal Mediation and Conciliation Service. Whether or not such notice is given, all provisions of this Agreement, including its No Strike/No Lockout article will remain in full force and effect in accordance with the terms of the Agreement.