

**LETTER OF AGREEMENT**  
**Oregon Nurses Association & Grande Ronde Hospital**  
**Intensive Care Unit—Trial of 12 Hour Shifts**

**Background:**

In response to an unplanned vacancy created by medical leave, the Intensive Care Unit (ICU) Registered Nurses (RNs) have collaboratively requested to cover this temporary vacancy and staffing challenge by moving to 12-hour shifts, beginning May 5, 2014. The intent is to provide continual staffing coverage for the ICU through a 90-day trial period. This trial will be reevaluated and is not intended to be permanent; although an extension to meet the needs of this short-term medical leave absence may be added, if all parties agree.

**Description of the ICU Trial:**

1. The ICU RNs will be scheduled primarily to 12 hour shifts, from 6:50 am to 7:20 pm, and 6:50 pm to 7:20 am beginning at 6:50 am on May 5, 2014.
2. The following ICU RNs will be scheduled primarily to Day Shift (6:50 am to 7:20 pm) for the duration of this trial with the associated FTEs:
  - a. Anne Nilsson, 0.75 FTE, PT with benefits
  - b. Angie Sherer, 0.75 FTE, PT with benefits
  - c. Korrie Dubray, 0.75 FTE, PT with benefits
  - d. Cheryl Cosgrove, 0.75 FTE, PT with benefits
  - e. Marybeth Nash, 0.9 FTE, FT with benefits
  - f. Nena Jones, 0.3 FTE, in conjunction with along with her ICU management duties
3. The following ICU RNs will be scheduled primarily to Night Shift (6:50pm to 7:20 am) for the duration of this trial with the associated FTEs:
  - a. B.J. Brown, 0.6 FTE, PT with benefits
  - b. Cheryl Campbell, 0.6 FTE, PT with benefits
  - c. Tom Rohn, 0.6 FTE, PT with benefits
  - d. Sarah Hancock, 0.9 FTE, FT with benefits
  - e. Sarah Kaesar, 0.75 FTE, PT with benefits
  - f. Alex Weaver, 0.75 FTE, PT with benefits

4. All customary pay practices and overtime calculations will be guided by the terms set forth in the *Collective Bargaining Agreement* with attention to Appendix B, Alternative Shifts.
5. It is understood that this 12-hour shift trial is a result of all ICU nurses' collaborative agreement and may be discontinued if any ICU nurse chooses to confidentially request to return to the original 8-hour shift schedule.
6. Nurses shall not suffer a change in benefits or a change in their Part Time/Full Time status due to this restructure, and therefore there shall be no need for job re-bidding during this trial.
7. Any provisions not addressed in this Letter of Agreement will remain unchanged unless approved and adopted through this identified process.
8. The ICU RNs and manager shall meet at least once, mid-way through the trial period to discuss any potential problems or issues.
9. At the end of this trial period, all ICU RNs will revert back to their original scheduled 8-hour shifts.

**Evaluation:**

This agreement and attached schedule shall be submitted to the Grande Ronde Hospital, Hospital Nurse Staffing Committee (HNSC). Once this 90 day trial period has been completed, the trial shall be re-evaluated by the entire ICU RN group including a review of whether mutual goals were met with follow-up reported to the HNSC.

**Goals:**

The following goals were set when planning this restructure and shall be reconsidered:

1. Patient care needs will be met safely and efficiently.
2. No daily scheduled overtime or *Mandatory Overtime*.
3. RNs will report an increase satisfaction in regard to the efficiency, flow and schedule and will report an improved work-life balance.
4. If any SRDF (Unsafe Staffing forms) or Grievances are filed during this trial, these forms will be brought to this ICU RN group for review in addition to the customary process.

This Intensive Care Unit 12-Hour Shift Trial is mutually agreed upon by the following parties and is set to begin with the ICU schedule beginning on May 5, 2014.

OREGON NURSES ASSOCIATION

GRANDE RONDE HOSPITAL

By: Greeca McCay

By: Beth Callison RN

Title: Labor Relations Representative

Title: Director of Nursing

Date: 05-07-2014

Date: 5/6/14

**Intensive Care Unit- Member Signatures:**

By: Marybeth Nash

Date: 4-19-14

By: Amie Wilson

Date: 4/19/14

By: DeShane

Date: 4/19/14

By: Komis Dubroy

Date: 4-19-14

By: BJ Brown

Date: 4-19-14

By: Janet Haaser

Date: 4/20/14

By: Sarah Hancock

Date: 4/21/14

By: Spring Maker

Date: 4/23/14

By: Cheryl Campbell

Date: 4-25-14

By: Tom Robson

Date: 4-30-14

So. Weave Cheryl Campbell 5/6/14

Date: 5/2/14

ICU Manager: Nereida

Date: 4/19/14