

WASHINGTON STATE NURSES ASSOCIATION

And

CASCADE MEDICAL CENTER

MEMORANDUM OF AGREEMENT

Oscopy Schedule/Stand-by

Article 7.1: The standard work day is 12 hours. Oscopy procedures, from admission to discharge, are on average four hour shifts from approximately 7:30 AM -11:00 AM or approximately 11:30 AM – 3:30 PM (morning or afternoon). For the Oscopy Department, the hospital and the union have agreed to four (4) hour shifts to include a 15 minute break. The present schedule does not include a morning and afternoon shift on one day.

In accordance with Article 7.5: The Hospital shall determine and post monthly work schedules at least fifteen (15) days preceding the expiration of the current schedule. The Oscopy Department operates Monday through Friday. Each day on the schedule, oscopy nurses will be assigned a shift. If there is a procedure scheduled, the nurse assigned that date will report to duty. If there is not a procedure scheduled, a nurse will be assigned standby on that date. Nurses who need to change their schedule after the schedule is posted may do so by mutual consent.

Article 7.10: Standby/On Call. Nurses who are on call/standby shall be paid three dollars and fifty cents (\$3.50) per hour on call pay for all such hours. If a nurse is called in to work while on call/standby, the nurse shall be guaranteed a minimum of three (3) hours at time and one-half (1 ½) the nurse's regular rate of pay. Standby will be by mutual consent. Nurses who are called in will not get both standby pay and time and one-half (1 ½) regular pay.

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CASCADE MEDICAL CENTER

By: Carmen Garrison

By: Julia M. Rocco

Date: 10-24-12

Date: 10-26-12