LETTER OF UNDERSTANDING
Mares OR (Operating Room)
Mares PACU (Post Anesthesia Care Unit)

This is a letter of understanding between Confluence Health Hospital (CHH) and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

Purpose: To make adjustments to the OR and PACU at the Mares Campus as indicated below.

Provisions for both OR and PACU:

1. No overnight call unless mutually agreed.
2. No weekend/ No Holiday call unless mutually agreed.
3. Call trades with manager approval.
4. During orientation newly hired RN's will be assigned "buddy call" until off orientation, then regular expectations.
5. Call begins when staff are scheduled to begin "on call." That could be at end of their scheduled shift if assigned to begin call at that time, or later depending on the duration of the nurses schedule for a given day. Example: A nurse is off duty at 1530 but not scheduled to be on call until 1830. The nurse is not eligible for standby and call back until 1830. However, if a nurse is needed to hold over beyond their normally scheduled hours due to unforeseen events it would be paid at the PAOT rate, volunteers would be sought first.
6. Call ends at midnight for PACU/OR.
7. All trained and qualified full-time/ part-time RNs will sign up for equitable call. (Self-sign-up)
8. Nothing in this MOU modifies or supersedes the established practice regarding the OR call RN assisting the PACU RN. Nothing in this provision creates or modifies existing staffing, competency, or role requirements.
9. In the event that the OR's finish and patients are recovered and discharged, and the employer is low censusing staff which would result in a gap between staff being low censused and the start of call, the following provisions will apply.
    a. The scheduled "ON CALL RN" may be allowed to assume on call early should they choose to.
    b. If there are no volunteers to assume call, the low censused RN would be expected to remain on call until the beginning of the regularly scheduled "ON CALL" staff members start time.

Provisions impacting OR

1. **Call back** duration ends when the nurses shift ends.
2. OR start time is 0730 Staff shift start time is 0630 (some staggered shifts based on shift duration)

Provisions impacting PACU

1. Call start time 1900 to arrive no later than 1930 if called back (not a change)

Kelly Allen
Chief Nursing Officer

Date 11/2/2026

Laurie Robinson
Laurie Robinson RN
WSNA Nurse Representative

Date 10.29.2026