

LETTER OF UNDERSTANDING

Peri-Op Position Salaried Nurse to Cover Call

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

Purpose: To create a position that reduces or eliminates the reliance on staff to work call. An additional intent is to keep staff currently working in this capacity whole.

Work Requirements:

- Standby hours will be:
 - Operating Room: Sunday 1900hrs to Monday at 0700hrs, and the remainder of the week nights Monday to Friday morning, from 2100hrs to 0700hrs.
 - Recovery Room (PACU): Sunday evening to Friday morning, from 2100hrs to 0730hrs the following day.
 - Staff member will be available for work the entire time they are on Standby.
- On site work will be a minimum of 10 hours each work week. This can be satisfied by either hours called in to work or scheduled hours agreed to by management and employee.
- Changes to prescheduled hours will be made collaboratively by the manager and employee.
- The employee will attend mandatory department trainings and mandatory staff meetings.
- If the employee is called in to work, they will not be required to work their scheduled hours the following day.

Weekend Call: No weekend call.

Holiday Call: No holiday call will be scheduled.

Wages: This is a salaried position paid at the employee's regular contract base at the appropriate step for eighty (80) hours per pay period. If they choose to return to an hourly position, they will return to the appropriate step.

Differentials and Premium Pay: These will be paid as a biweekly bonus based upon the amount the RN is eligible to receive (ie RN with 20 years would receive night shift diff at year 20 as a bonus) based upon 80 hours.

Certification and BSN Pay: These will be paid as a biweekly bonus based upon 80 hours.

Overtime Pay: This position will not be eligible for overtime pay.

Paid Leave Plan: When a full day is requested off, the nurse will access eight (8) hours of paid leave each day. When a full week is requested the nurse will access (40) hours of paid leave.

Coverage:

- Staff covering for absences of less than 30 days will be compensated per the contract and not the LOU.
- Volunteers will be asked first to cover the nurse's time off. If there are no volunteers, then coverage for these positions will revert to regular nursing staff on call rotating on an equitable basis.
- If there is a desire to cover absences more than 30 days consistent with this LOU, then this decision will be made collaboratively between management and the employee.

Second Job and Other Work: This nurse is not eligible for a second job or to pick up other shifts.

Revocation: Either party (WSNA or management) may revoke this LOU with 30 days written notice.

Tom Christensen
Director of Talent Engagement

Date _____

Carmen Garrison, BSN, RN
WSNA Nurse Representative

Date _____