



Charge Nurse Letter of Agreement

Article 5 – Employment Status

Article 5.5 Charge Nurse –A nurse who has been awarded a position with additional duties to assist the unit leadership in the administration of an organized nursing unit, but does not carry a 24 hour responsibility for the unit.

Relief Charge Nurse- A nurse who has been awarded additional duties to replace the charge nurse on an intermittent basis.

Article 12.7 – Call Off (HR)

H. Charge nurses and/or relief charge nurses will be considered regular nurses for purposes of call off (HR) in accordance with 12.7.A above provided there is a qualified charge nurse and/or relief charge nurse remaining on the unit.

Appendix A.3 Charge Nurse Pay

Maintain current relief language “relief Charge Nurse Differential” through 11/30/2019

A.3 \$3.50 additional per hour will be paid to Charge RNs for all compensated hours in the charge nurse role and for ETO, education and meetings, excluding standby hours. Charge RNs will not receive Charge Pay when working extras shifts as a staff nurse outside of their regularly scheduled hours.

LOA Redmond Periop Department Mandatory Standby

Add #8 Charge nurses may be assigned to take up to 50% of the amount of standby hours allotted to regular staff in the department if regular nurses scheduled call hours exceed one hundred twenty (120) hours per month. Standby hours will be reviewed quarterly at the Joint Labor Relations Committee to review appropriateness of total standby hours the Charge nurse and staff is taking.

This Letter of Agreement will be in effect immediately upon agreement and signature below. This letter of agreement, reached outside of traditional contract negotiations, will be subject to *Article 18.3* of the Labor Agreement as with all current and existing Letters of Agreement.

In WITNESS WHEREOF the parties hereto have signed and executed this Agreement this _____ day of _____, 2018

Oregon Nurses Association

St. Charles Health System – Redmond

Courtney Niebel, Labor Representative

Aaron Adams, President Bend & Redmond Hospitals