

**Memorandum of Understanding Regarding Accretion of PTA and OTA  
between PeaceHealth Southwest Medical Center and Oregon Federation  
of Nurses and Health Professionals, AFT Local 5017**

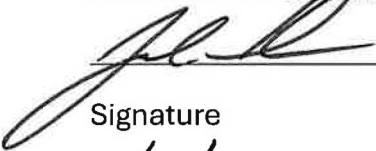
This Memorandum of Understanding (“the MOU”) is entered between PeaceHealth Southwest Medical Center (“the Employer”) and Oregon Federation of Nurses and Health Professionals, AFT Local 5017 (“the Union”) (together, “the Parties”), and shall be appended to the Collective Bargaining Agreement for the Technical bargaining unit (the “CBA”) between the Parties. The MOU pertains to the accretion of the Physical Therapy Assistant (“PTA”) and the Occupational Therapy Assistants (“OTA”) into the CBA. The MOU becomes effective upon signature of both the Parties.

Pursuant to National Labor Relations Board case 19-RC-341533, the Parties agree that:

- The PTA and OTA positions shall be added to the bargaining unit defined in Article 1 of the CBA.
- The Union shall be the exclusive representative of all employees in PTA and OTA positions.
- All relevant terms and conditions set forth in the CBA shall be read to apply to individuals holding the PTA and OTA positions.
- All employees who hold a position as an OTA or PTA at the effective date of the MOU shall have a Bargaining Unit Seniority date which is based on the individual employee’s current PeaceHealth Seniority date, as defined in Article 12 of the CBA.
- The PTA position shall be placed on Grade 6 defined in Appendix A of the CBA, and employees shall be placed on the pay step according to the individual employee’s prior years of job experience.
- The OTA position shall be placed on Grade 5 defined in Appendix A of the CBA, and employees shall be placed on the pay step according to the individual employee’s prior years of job experience.

FOR THE EMPLOYER

FOR THE UNION



Signature

Signature

11/23/2024

12/4/2024

Date

Date

Justin Thomas  
Sr. HR Director

Sarina Roher  
OFNHP President