

## **Memorandum of Understanding**

### **Diet Representative and Diet Representative Lead Accretion**

This Memorandum of Understanding (hereafter the "MOU") is entered into by and between the Oregon Federation of Nurses and Health Professionals, AFT Local 5017 (hereafter the "Union") and PeaceHealth Southwest Medical Center (hereafter the "Employer") (together, the "Parties"), and shall be appended to the Collective Bargaining Agreement for the Service & Maintenance bargaining unit (the "CBA") between the Parties. This MOU pertains to the accretion of the Diet Representatives and Diet Representative Leads into the CBA. This MOU becomes effective upon the signature of both of the Parties.

Pursuant to National Labor Relations Board Case 19-RC-364509, the Parties agree that:

- The Diet Representative and Diet Representative Lead 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 the Diet Representative and Diet Representative Lead positions.
- All terms and conditions set forth in the CBA shall be read to apply to individuals employed in the Diet Representative and/or Diet Representative Lead positions.
- All employees employed as a Diet Representative and/or Diet Representative Lead 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 Diet Representative position shall be placed on Grade 11 as defined in Appendix A of the CBA.
- The Diet Representative Lead position shall be placed on Grade 13 as defined in Appendix A of the CBA.
- For the purpose of step placement on the wage scale in Appendix A of the CBA, employees who hold the position of Diet Representative and/or Diet Representative Lead at the effective date of this MOU shall be placed on the first step that is closest to their current wage which does not result in loss of pay.

Employees who believe that their placement is not commensurate with their prior relevant work experience may follow Article 14.3.1 in the CBA.

This MOU shall be in full force and effect upon signature of the Parties.

All pay provisions will be effective as of the first full pay period following ratification of this Agreement.

FOR THE UNION

Jodi Atteberry  
Signature

09-12-2025  
Date

Jodi Atteberry  
Printed Name

Bargaining Unit Chair  
Title

[Signature]  
Signature

September 12<sup>th</sup> 2025  
Date

Conor Daniels  
Printed Name

Vice Chair  
Title

FOR THE EMPLOYER

[Signature]  
Signature

9/17/2025  
Date

Michael Stehler  
Printed Name

Chief Operating Officer  
Title