

LETTER OF AGREEMENT

New Employee Orientation Grievance

This Letter of Agreement (hereafter the "Agreement") is entered into by and between the Oregon Federation of Nurses and Health Professionals, AFT Local 5017 (hereafter the "Union") and PeaceHealth Sacred Heart (River Bend) Medical Center (hereafter the "Employer") regarding the grievance, PHS0100, filed by the Union related to the New Employee Orientation (hereafter "NEO") process (hereafter the "Grievance").

RECITALS

- A. On August 8, 2024, OFNHP met with the Employer regarding the changes to the NEO process and not fulfilling the terms of Article 2.3 New Employee Orientation for our Collective Bargaining Agreement.
- B. On August 16, 2024 OFNHP filed a grievance regarding the Employer not fulfilling the terms of Article 2.3 New Employee Orientation. On August 29, 2024 Step 2 Grievance meeting, and on October 4, 2024 Step 3 Grievance meeting.

NOW, THEREFORE, in consideration of the terms, conditions, and promises set forth herein, it is agreed as follows:

- The Employer shall notify all new Union represented employees of the date, time, and location of the employee's scheduled Union NEO. This time is currently set to be the Wednesday the first week of NEO at 1200.
- The Employer shall schedule new Union represented employees to work during the time that Union NEO is scheduled.
- The Employer shall email OFNHP and Leaders a list of new caregivers, including rehires and employees that transfer to a position represented by the Union. To include rehire or transfer status.
- The Employer shall send a separate email directly to the new Union represented caregivers reminding them that All employees shall, within thirty-one (31) days after hire shall become and remain members in good standing and that Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the employee fulfills the membership obligations.
- In the event that new union represented employees are unable to attend the NEO for which they are scheduled, the Employer shall schedule said members to attend the next Union NEO.
- The Union and the Employer shall schedule two Union NEOs in addition to the regularly scheduled NEOs for all Union represented employees that have not attended a Union NEO from August 20, 2018, through the effective date of the Agreement. The dates of the additional NEOs shall be mutually agreed upon by the Union and the Employer. The dates of the NEOs shall take place no later than 30 days after the effective date of the agreement. All Union represented employees that have not attended a Union NEO from August 20, 2018, through the effective date of the Agreement shall be scheduled for one of the two additional NEOs, and shall be required to attend the NEO on paid time.
- This agreement does not change or alter article 2.3.

The Agreement is effective immediately upon signature from both the Union and the Employer.

Oregon Federation of Nurses and Health Professionals, AFT Local 5017

By: Susan Barker

Signature: _____

Title: Chair PHSN OFNHP

Date: 4/03, 2025

PeaceHealth Sacred Heart Medical Center

By: Justin Thomas

Signature: _____

Title: Dir. HR

Date: 4/3, 2025