

Memorandum of Understanding

Care Management Assistant and Care Management Assistant 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 Care Management Assistants and Care Management Assistant 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-361055, the Parties agree that:

- The Care Management Assistant and Care Management Assistant 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 Care Management Assistant and Case Management Assistant Lead positions.
- All terms and conditions set forth in the CBA shall be read to apply to individuals employed in the Care Management Assistant and/or Care Management Assistant Lead positions.
- All employees employed as a Care Management Assistant and/or Care Management Assistant 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 Care Management Assistant position shall be placed on Grade 15 as defined in Appendix A of the CBA.
- The Care Management Assistant Lead position shall be placed on Grade 16 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 Care Management Assistant and/or Care Management Assistant Lead at the effective date of this MOU shall be placed on the step that matches their current years of relevant experience in comparable jobs as determined by the Employer, 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.

- For this accretion, the following experience will be applied as direct experience, credited as 1 (one) year for each year worked, towards placement on the step scale:
 - Clerical/Administrative support, Care Management, Medical Office experience, Patient Access Representative (PAR), Patient Team Support (PTS).
- For this accretion, the following experience will be applied as indirect experience, credited as 0.5 (zero point five) year for each year worked, towards placement on the step scale:
 - Related clinical experience not listed above, CNA experience, and customer service positions dealing with the public.

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

Sarina K. Roher
Signature

02/11/2026
Date

Sarina K. Roher
Printed Name

President
Title

FOR THE EMPLOYER

Kathleen Heim
Signature

2/11/26
Date

Kathleen Heim
Printed Name

Nursing Director
Title