

MEMO OF UNDERSTANDING

It is the intention of the parties to incorporate this Memo of Understanding into the existing labor agreement as it deviates from the current language in Article 4.3/4.3.1. To the extent that this Memo of Understanding is in conflict with either existing hospital policy or past practice as of the date of the signing of this agreement, the parties specifically understand that this Memo of Understanding will take precedence. The Memo of Understanding will remain in effect for the same duration as other articles in the current labor agreement between the parties.

The parties agree to waive following requirement for a “team leader” position filled by nurses under the CBA. We agree that a nurse, if qualified and has received orientation may fill the role of team leader once the nurse has completed their 90 day probationary period. They will not be required to be an RN for two years, one of which is at the Hospital

The parties also agree that a nurse hired for a “charge nurse” position will continue to meet the requirement of being a nurse at least 2 years and successful completion of the probationary at CPGH or their unit if a transfer into a new area. We also agree that if a nurse is required to fill in for a “charge nurse” they will meet the requirement of being a nurse at least 2 years, have completed the probationary period of 90 days and have orientation to the position, as well as any other requirements set out for the ‘charge nurse’ in the CBA.

The premium pay for either of these positions will continue as defined under article 8.6 of the CBA.

Ami Sam

Katie Dawson

9-17-14

9-17-14

Date

Date