

Received

AUG 21 2006

OFNHP #5017

August 17, 2006

Mr. Alan Moore
Internal Organizing Coordinator
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, Oregon 97015

Dear Mr. Moore:

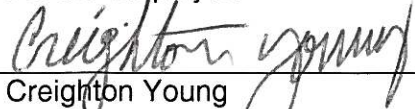
LOU: RN Tenure Step Grievance

Alan, the employer proposes the following in order to settle the above mentioned grievance:

1. An audit will be conducted for current OFNHP represented RN's who self-identify (through a survey process) and believe their current wage scale tenure step placement does not accurately reflect their total months of relevant RN experience. If the personnel file/survey audit shows they are not at the correct tenure step they will be placed at the correct step with no back pay. The survey will quantify past RN experience in terms of months and this calculation will be used to assure that all future tenure step increases will reflect actual months of experience (i.e. no RN will be "re-set" at the beginning of a step). For example, an RN hired with 90 months of experience was previously placed on step 6. The RN was "re-set" at step 6 and was required to wait an additional 36 months (3 years) to advance to step 7, thereby losing 30 months of experience. Under the new settlement, the RN hired with 90 months of experience would instead advance to step 7 in 6 months, or as soon as 96 months of experience is obtained.
2. For newly hired OFNHP represented RN's, all relevant RN experience will be used to determine initial wage scale tenure step placement and pro-rated for future tenure step movement. For example, an RN is hired with seven (7) years of relevant RN experience and is placed at tenure step 06 which requires sixty (60) months or five (5) years of nursing experience. The additional two (2) years of nursing experience would count towards the next tenure step movement, i.e. the nurse would be eligible to move to the next tenure step (Step 07 requiring eight (8) years of nursing experience) in one year.

AGREED:

For the Employer:

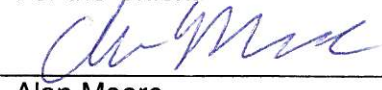


Creighton Young
Senior HR Labor Relations Consultant

Date:

8/17/06

For the Union:



Alan Moore
Internal Organizing Coordinator
OFNHP

Date:

8/21/06