

Memorandum of Understanding

9-12-2022

Newly represented Dietitians, Palliative Care Social Workers, Case Managers, Discharge Planners, and Recreation Therapist employees:

This Memorandum of Understanding (“MOU”) is entered into by and between Providence Regional Medical Center Everett (“Employer”) and United Food and Commercial Workers Union Local 3000 (“Union”) regarding the employees listed in Case 19-RC-288202 Dietitians and employees listed in Case-RC-293887 Palliative Care Social Workers, Case Managers, Discharge Planners, and Recreation Therapist employees. Upon ratification, all existing contractual provisions shall apply unless otherwise provided for herein.

Article 7.1 shall apply to all the above employees on the date of the NLRB case certification. Employees will be placed in the relevant Grade in coordination with Article 9.10.

Case Manager Coordinator will be placed on Grade 14.

Transition Planner I will become “Case Manager”. Transition Planner II and Discharge Planner will become “Case Manager II”. Transition Planner III will become “Case Manager III”.

Relevant language pertaining to “Licensed Transition Planner II” in Article 9.1.2 of the contract shall apply to all “Case Manager II”.

2. Approved time off need not be re-submitted pursuant to Article 10.4, up through December 31, 2022.

3. Reference to Article 9.11 Certification pay. The following should be added to certification list:

- Advanced Practice Certification in Clinical Nutrition (RD-AP or RDN-AP) - Commission on Dietetic Registration
- Certified Diabetes Educator (CDE) - Certification Board for Diabetes Care and Education
- Certified Diabetes Care and Education Specialist (CDCES) - Certification Board for Diabetes Care and Education
- Certified Nutrition Support Clinician (CNSC) - National Board of Nutrition Support Certification
- Certified Lactation Counselor (CLC) - Academy of Lactation Policy and Practice
- Board Certified Specialist in Gerontological Nutrition (CSG) - Commission on Dietetic Registration
- Board Certified Specialist in Oncology Nutrition (CSO) - Commission on Dietetic Registration
- Board Certified Specialist in Pediatric Nutrition (CSP) - Commission on Dietetic Registration

- Board Certified Specialist in Pediatric Critical Care Nutrition (CSPCC) - Commission on Dietetic Registration
- Board Certified Specialist in Renal Nutrition (CSR) - Commission on Dietetic Registration

4. Dietitians covered by this MOU working in the Pavilion, shall receive a premium of \$4/hour for each hour worked on the weekend in coordination with Article 9.3 Weekend Differential.

5. In the case that a Palliative Care Social Worker position is posted, the Employer and Union will meet and bargain within 10 days over the classification's pay rate.