

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 19**

**ST. CHARLES HEALTH SYSTEM, INC., d/b/a
ST. CHARLES MEDICAL CENTER**

Employer

and

Case 19-RC-367243

OREGON NURSES ASSOCIATION

Petitioner

DECISION AND DIRECTION OF ELECTION

St. Charles Health System, Inc. (“Employer”) operates an acute care hospital in Bend, Oregon known as St. Charles Medical Center (“Medical Center” or “facility”). Oregon Nurses Association (“Petitioner” or “Union”) currently represents Registered Nurses at that acute care hospital. In this matter, Petitioner seeks, by an *Armour-Globe* self-determination election, to add all full-time, regular part-time, and relief Patient Logistics Registered Nurses (“PLRNs”) employed by the Employer at St. Charles Medical Center to its existing Registered Nurse unit at the same Medical Center.

The Employer argues that this petition is inappropriate for three reasons. First, the petition is barred by the current collective bargaining agreement (“CBA” or “contract”) which excludes registered nurses not engaged in direct patient services. Second, that the PLRNs are statutory supervisors. Third, that the PLRNs do not share a community of interest with the existing unit.

A hearing officer of the Board held a hearing in this matter and the parties subsequently filed briefs with me. Based on the record, I find that the existing CBA does not bar the inclusion of the PLRNs into the existing unit. I also find that the Employer has failed to meet its burden to prove that the PLRNs are supervisors. Finally, I conclude that the PLRNs share a community of interest with the employees in the existing unit represented by Petitioner. The voting group is therefore appropriate for the purposes of a self-determination election, and I hereby direct an election accordingly.

I. RECORD EVIDENCE

A. Employer’s Operations

St. Charles Medical Center is an acute care hospital in Bend, Oregon. The Medical Center employs more than 2,700 caregivers. The Medical Center has a Petitioner represented bargaining unit of approximately 1,000 nurses performing direct or indirect total care to hospitalized patients.

The Petitioner is a labor organization that has represented the charge and general duty staff nurses at the Medical Center for many years.

The collective bargaining agreement between the Employer and Union defines the bargaining unit as such:

Bargaining Unit. The Hospital recognizes the Association as the collective bargaining representative with respect to rates of pay, hours of pay, hours of work, and other conditions of employment for a bargaining unit composed of all registered professional nurses employed by the Hospital as general duty nurses and charge nurses, excluding administrative and supervisory personnel, nursing unit supervisors/managers/directors, managers, and registered professional nurses not employed in direct patient nursing service.

The CBA specifically defines charge and general duty staff nurses as those nurses who have “total” nursing care responsibilities for patients:

General Duty Nurse. Responsible for the direct or indirect total care of the patient.
Charge Nurse. A general duty nurse who has been awarded a position with additional duties to assist the unit leadership in the administration of an organized nursing unit but does not carry a twenty-four (24)-hour responsibility for the unit.

B. Patient Logistics Registered Nurses

The PLRN position was created around June of 2020. Before the creation of the PLRN position this work was performed by Administrators on Duty (“AODs”) or house supervisors. A PLRN testified that he “initially started as a relief AOD, which is similar to [the house] supervisor and relief logistics nurse, before the creation of the transfer center registered nurse (TCRN) position.” The PLRNs and AODs have a combined staff meeting. There are two categories of PLRNs: TCRN and bed planning registered nurses (BPRN)¹. These categories are distinct; although many PLRNs are trained for both, most work in one or the other position. PLRNs are required to be Registered Nurses.

All PLRNs report to the Nurse Manager for Patient Logistics, who reports to the Director of Patient Logistics and Hospital Nursing Staff. The Nurse Manager for Patient Logistics has no supervisory responsibility for bargaining unit nurses. The only other RNs under the Director of Patient Logistics and Hospital Nursing Staff have a separate management structure from PLRNs. Those bargaining unit nurses report to the Assistant Nurse Manager for Clinical Support Teams, who reports to the Nurse Manager for Patient Care Support, and ultimately to the Director of Patient Logistics and Hospital Nursing Staff.

The PLRN job description states a PLRN is:

[r]esponsible for oversight and coordination of patient acceptance, placement and movement (direct admissions, inter-system transfers, external hospital transfers,

¹ Also referred to as “logistics nurses.”

Emergency Department transfers, emergent, surgical, Interventional Radiology, Cath lab, and MDU cases) to an appropriate St. Charles Health System hospital in accordance with St. Charles Health System clinical standards and Joint Commission requirements, state regulations, and EMTALA and COBRA guidelines, ensuring patients meet requirements for acute care.

A TCRN explained his position is akin to “air traffic control” because TCRNs determine what a patient’s needs are and then directs them to the appropriate department. The TCRNs receive patient referrals through a computer program called Epic and then they match the requests to available beds. A TCRN testified that the “bulk” of the patients come through the Bend Emergency Department, the Transfer Center PLRNs are also in charge of transfers to the Employer’s three other campuses.

The Bed Planning Registered Nurses oversee and support patient transfers specifically for the main hospital at the Medical Center. These transfer requests may come internally from a St. Charles Health System facility or externally from places like urgent care, other hospitals, or from the community. Like TCRNs, the BPRNs determine where patient transfers should be placed or moved. In addition to that, they also support the transfer center team by taking calls for transfers within the healthcare system, which could include any campus location and evaluating whether alternate resources are available.

In their logistics focused role, PLRNs are not engaged in direct patient care. This is distinct from bargaining unit nurses who are typically bedside nurses providing direct patient care to their assigned patients for the duration of their shift. However, PLRNs exercise nursing skills and clinical judgement to determine appropriate placements for patients. A PLRN testified specifically that his clinical judgement was developed from his previous nursing experience.

PLRNs work in the Transfer Center of the “Airlink” building at the Medical Center. The Airlink building is set up as office space for several departments and houses typical office equipment like computers and phones. In their office setting, the PLRNs do not use the same patient care equipment that bargaining unit nurses use. However, the two groups do use the same computer programs, like Epic and Whistle.

The PLRNs have very frequent contact with charge nurses in the unit to make sure that patients are being placed appropriately. A PLRN testified she has frequent interactions with charge nurses for her entire shift. The PLRNs attend bed planning meetings with charge nurses in other departments to understand staffing and bed capacity issues.

The PLRNs work twelve-hour shifts. The TCRNs work from 12:30 P.M. to 12:30 A.M. The BPRNs work a 6 A.M. to 6:30 P.M. shift and a 6 P.M. to 6:30 A.M. shift. When shown the pay scale from the CBA, a PLRN testified that his rate of pay is roughly parallel to what Registered Nurses in the bargaining unit make. A PLRN also testified that the PLRNs general job benefits, like health insurance and disability, are roughly comparable to those provided by the CBA. A PLRN testified that the PLRNs work on a “three-week rotating schedule.”

The PLRNs share some, but not all, training requirements with nurses in the bargaining unit, with the PLRNs not receiving certain training relevant for patient care. PLRNs receive training at the main hospital building.

There are Registered Nurses currently in the bargaining unit who may be called upon to be relief PLRNs in instances when a PLRN has called out and another replacement cannot be secured. Two of the current PLRNs worked within the bargaining unit before becoming PLRNs.

A PLRN testified that he does not make hiring, firing, evaluation, or discipline decisions. PLRNs may make direct work assignments to someone in the environmental services team (“EVS”) to clean and prepare a room for a patient.

II. ANALYSIS

A. Distinct and Identifiable Group

The parties stipulated, and I find, that the petitioned-for employees are an identifiable and distinct segment of the workforce.

B. The Current Contract Does Not Prevent a Self-Determination Election

The Employer argues that an *Armour-Globe* election is improper because the recognition clause of the collective bargaining agreement defines the existing unit as excluding nurses who do not perform direct patient care. To support its argument, it cites two Board decisions *Union Electric Co.*, 217 NLRB 666 (1975) and *Kaiser Foundation Hospitals*, 337 NLRB 1061 (2002). These cases are not applicable to the instant petition; both *Union Electric* and *Kaiser Foundation* concern UC petitions that would not have resulted in self determination elections.

An existing exclusion does not bar a petition for a self determination election. *UMass Memorial Medical Center*, 349 NLRB 369 (2007). As such I find that the existing recognition clause and its exclusions do not bar the instant RC petition.

C. Supervisory Status

Supervisory status under the Act depends upon whether an individual possesses authority to act in the interest of the employer in the matters and in the manner specified in Section 2(11) of the Act. The Act defines supervisor as:

“any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.”

Possession of any one of these authorities is sufficient to confer supervisory status if the authority is exercised with independent judgment and not in a routine manner. *Oakwood Healthcare, Inc.*, 348 NLRB 686 (2006); *NLRB v. Kentucky River Community Care, Inc.*, 532 U.S. 706, 711 (2001). As the Board explained in *Oakwood*, “to exercise independent judgment an individual must at a minimum act, or effectively recommend action, free of control of others and form an opinion or evaluation by discerning and comparing data.” *Oakwood* at 692. In addition to the factors identified in the Act, the Board also considers secondary indicia that can provide support for a supervisory finding but are not sufficient alone to establish supervisory status. *Training School at Vineland*, 332 NLRB 1412, 1412 fn. 3 (2000). Secondary indicia may include factors such as a higher rate of pay, or an employer holding out the employee as a supervisor. *American Commercial Barge Line Co.*, 337 NLRB 1070, 1072 (2002); *Carlisle Engineered Products*, 330 NLRB 1359, 1360 (2000).

The burden of establishing supervisory status rests on the party asserting that status. *Croft Metals, Inc.*, 348 NLRB 717, 721. (2006). Supervisory status cannot be established by record evidence which is inconclusive or otherwise in conflict. *Phelps Community Medical Center*, 295 NLRB 486, 490 (1989). Mere inferences or conclusory statements, without detailed, specific evidence, are insufficient to establish supervisory authority. *Lynwood Manor*, 350 NLRB 489, 490 (2007); *Golden Crest Healthcare Center*, 348 NLRB 727, 731 (2006). Any lack of evidence in the record on an element necessary to establish supervisory status is construed against the party asserting supervisory status. *Dean & Deluca New York, Inc.*, 338 NLRB 1046, 1048 (2003). The Board looks to evidence of supervisory authority in practice, not simply paper authority; job descriptions or other documents suggesting the presence of supervisory authority are not given controlling weight. See *Golden Crest Healthcare Center*, 348 NLRB at 731, citing *Training School at Vineland*, 332 NLRB at 1416.

The Board defines assignment as:

the act of designating an employee to a place (such as a location, department, or wing), appointing an individual to a time (such as a shift or overtime period), or giving significant overall duties, i.e. tasks, to an employee. Further, to assign for purposes of the Act, refers to the . . . designation of significant overall duties to an employee, not to the . . . ad hoc instruction that the employee perform a discrete task.

-In Re Oakwood Healthcare Inc., 348 NLRB 686 (2006)

The record evidence does not support finding that the PLRNs are supervisors under the Act. The Employer argues that the PLRNs exercise “independent nursing judgement,” when making room assignments for patients. The record establishes that “nursing judgement” concerns patient care and is associated with the skills and training of a typical patient care nurse. To the extent that the PLRNs exercise “nursing judgement,” it is in the context of evaluating the needs of patients and ensuring that they are sent to the correct clinic. The use of nursing judgement in the direction of patients to certain departments does not amount to giving work assignments to individual employees. The record does not establish that PLRNs assign individual nurses to patients. The ability of the PLRNs to request room cleaning services is a routine part of their job performance and does not require the use of independent judgement.

D. Community of Interest

When determining an appropriate unit, the Board delineates the grouping of employees within which freedom of choice may be given collective expression. At the same time, it creates the context within which the process of collective bargaining must function. Therefore, each unit determination must foster efficient and stable collective bargaining. *Gustave Fisher, Inc.*, 256 NLRB 1069 (1981). On the other hand, the Board has also made clear that the unit sought for collective bargaining need only be an appropriate unit. The unit sought need not be the ultimate, or the only, or even the most appropriate unit. *Overnite Transportation Co.*, 322 NLRB 723, at 723 (1996). In deciding the appropriate unit, the Board first considers whether the unit sought in a petition is appropriate. *Id.* When deciding whether the unit sought in a petition is appropriate, the Board focuses on whether the employees share a “community of interest.” *NLRB v. Action Automotive*, 469 U.S. 490, 494 (1985). In turn, when deciding whether a group of employees shares a community of interest, the Board considers whether the employees sought are organized into a separate department; have distinct skills and training; have distinct job functions and perform distinct work, including inquiry into the amount and type of job overlap between classifications; are functionally integrated with the Employer’s other employees; have frequent contact with other employees; interchange with other employees; have distinct terms and conditions of employment; and are separately supervised. *United Operations, Inc.*, 338 NLRB 123 (2002).

1. Departmental Organization

The record establishes that the PLRNs do not share day-to-day supervision with the unit nurses. However, they are a part of the same supervisory structure with unit nurses at the facility. The two groups share common supervision under the Director of Patient Logistics and Hospital Nursing Staff, who has authority over both the nurses in the petitioned for patient logistics department and also unit nurses who are a part of the clinical support “float pool.” As there is no shared day-to-day supervision I find this factor weighs slightly against inclusion.

2. Skills and Training

The Employer’s registered nurses, including both nurses in the existing unit and the petitioned-for Transfer Center nurses, are required to hold an Oregon Registered Nurse license and American Heart Association Basic Life Support for Health Provider certifications.

The two groups share some, but not all, required trainings. The record does not establish the specifics of each individual training but it does establish that certain patient care trainings for the clinical setting are not required of the PLRNs. However, when reviewing Employer Exhibit 8, it is clear that the majority of PLRN exclusive trainings are on topics that are shared by both groups. Of the four PLRN exclusive trainings, it appears that three have an obvious “clinical setting” counterpart which are required of bargaining unit nurses.

This factor weighs in favor of inclusion. Both groups are registered nurses and share common skills and training.

3. Job Functions

The job functions of the PLRNs and the existing unit are fundamentally different. The record establishes that PLRNs do not provide direct patient care and therefore do not operate equipment associated with direct patient care. However, it is not disputed that the PLRNs do exercise “nursing judgement” in the performance of their duties. The PLRNs’ work inarguably concerns the care of patients, if indirectly.

PLRNs work in a separate building from the unit nurses on the hospital campus. The PLRNs work in an office setting, rather than a clinical one, reflecting the difference in job functions.

This factor weighs against inclusion.

4. Functional Integration

Functional integration refers to when employees’ work constitutes integral elements of an employer’s production process or business. Thus, for example, functional integration exists when employees in a unit sought by a union work on different phases of the same product or as a group provides a service. Another example of functional integration is when the Employer’s workflow involves all employees in a unit sought by a union. Evidence that employees work together on the same matters and perform similar functions is relevant when examining whether functional integration exists. *Publix Super Markets, Inc.*, 343 NLRB 1023, 1024–1025 (2004); *Transerv Systems, Inc.*, 311 NLRB 766 (1993).

The work of the PLRNs concerns the direction of patients to receive care from bargaining unit nurses within the facility. The use of their “nursing judgement” is necessary to ensure that patients receive the correct level of care and therefore their work is necessary to the work process of caring for patients. This factor weighs toward inclusion.

5. Contact

The PLRNs have frequent communication with charge nurses in the bargaining unit. These communications occur at scheduled meetings occurring twice a shift as well as “constantly” or “hourly” over the course of the shift. This factor weighs heavily toward inclusion

6. Interchange

Interchangeability refers to temporary work assignments or transfers between two groups of employees. Frequent interchange "may suggest blurred departmental lines and a truly fluid work force with roughly comparable skills." *Hilton Hotel Corp.*, 287 NLRB 359, 360 (1987). As a result, the Board has held that the frequency of employee interchange is a critical factor in determining whether employees who work in different groups share a community of interest sufficient to justify their inclusion in a single bargaining unit. *Executive Res. Assoc.*, 301 NLRB 400, 401 (1991) (citing *Spring City Knitting Co. v. NLRB*, 647 F.2d 1011, 1015 (9th Cir. 1981)).

Here, there is interchange between the bargaining unit and the PLRNs. The record establishes that there are three bargaining unit nurses that may be called on to serve as temporary replacement PLRNs. Additionally, two of the current PLRNs were former bargaining unit nurses. This factor weighs toward inclusion.

7. Terms and Conditions of Employment

It is agreed that the PLRNs receive overall the same benefits as the bargaining unit nurses. Their rate of pay is also broadly similar.

The record establishes that the PLRN shift structure is similar to what is available to the bargaining unit. Like unit nurses, the PLRNs work twelve-hour shifts. It is not established in the record whether the “three-week rotating schedule” utilized by the PLRNs is available to the bargaining unit.

This factor weighs heavily towards inclusion.

8. Conclusions Regarding Community of Interest

I find that five out of seven of the community of interest factors weigh in favor of including the Patient Logistics Registered Nurses in the existing unit of registered nurses.

III. CONCLUSIONS

I find that the Patient Logistics Registered Nurses share a community of interest with the Registered Nurses in the existing unit. I also find that the Patient Logistics Registered Nurses are not statutory supervisors under the Act. Finally, the current collective bargaining agreement does not prevent the inclusion of previously excluded classifications.

Based upon the entire record in this matter and in accordance with the discussion above, I conclude and find as follows:

1. The hearing officer’s rulings made at the hearing are free from prejudicial error and are hereby affirmed.
2. The Employer is engaged in commerce within the meaning of the Act, and it will effectuate the purposes of the Act to assert jurisdiction herein.²
3. The Petitioner is a labor organization within the meaning of § 2(5) of the Act and claims to represent certain employees of the Employer.

² The parties stipulated to the following commerce facts: The Employer, St. Charles Health System, Inc., a State of Oregon corporation, with an office and place of business in Bend, Oregon is engaged in the business of providing healthcare services and operating an acute care hospital. Within the past twelve months, a representative period, the Employer received gross revenue in excess of \$250,000, and purchased and received at its Bend, Oregon facilities goods valued in excess of \$50,000 directly from points outside the State of Oregon.

4. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of § 9(c)(1) and §§ 2(6) and (7) of the Act.
5. The following employees of the Employer constitute a voting group appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

Including: All full-time, regular part-time, and relief Patient Logistics Registered Nurses (“PLRNs”) employed by the Employer at St. Charles Medical Center located at 2500 NE Neff Road, Bend, OR, 97701.

Excluding: All other employees, guards and supervisors as defined by the Act.

There are approximately eleven employees in the voting group found appropriate.

DIRECTION OF ELECTION

The National Labor Relations Board will conduct a secret ballot election among the employees in the voting group found appropriate above. Employees will vote whether or not they wish to be represented for purposes of collective bargaining by Oregon Nurses Association.

If a majority of valid votes are cast for the Petitioner, they will be taken to indicate the employees’ desire to be included in the existing bargaining unit of registered nurses employed by the Employer at its Bend, Oregon facility currently represented by Oregon Nurses Association. If a majority of valid ballots are not cast for representation, they will be taken to indicate employees’ desire to remain unrepresented.

A. Election Details

The election will be held on **Thursday, September 18, 2025** from **6 P.M. to 7 P.M.** at The Airlink building of the Employer’s St. Charles Medical Center facility, 2500 NE Neff Road, Bend, OR 97701.

B. Voting Eligibility

Eligible to vote are those in the unit who were employed during the payroll period ending immediately preceding the date of this Decision, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. Also eligible to vote are all employees in the voting group who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election. In a mail ballot election, employees are eligible to vote if they are in the unit on both the payroll period ending date and on the date they mail in their ballots to the Board’s designated office.

Employees engaged in an economic strike, who have retained their status as strikers and who have not been permanently replaced, are also eligible to vote. In addition, in an economic strike that commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well

as their replacements, are eligible to vote. Unit employees in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause since the designated payroll period, and, in a mail ballot election, before they mail in their ballots to the Board's designated office; (2) striking employees who have been discharged for cause since the strike began and who have not been rehired or reinstated before the election date; and (3) employees who are engaged in an economic strike that began more than 12 months before the election date and who have been permanently replaced.

C. Voter List

As required by Section 102.67(l) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names (that employees use at work), work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters.

To be timely filed and served, the list must be *received* by the regional director and the parties by **August 22, 2025**. The list must be accompanied by a certificate of service showing service on all parties. **The region will no longer serve the voter list.**

Unless the Employer certifies that it does not possess the capacity to produce the list in the required form, the list must be provided in a table in a Microsoft Word file (.doc or .docx) or a file that is compatible with Microsoft Word (.doc or .docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. Because the list will be used during the election, the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

When feasible, the list shall be filed electronically with the Region and served electronically on the other parties named in this decision. The list may be electronically filed with the Region by using the E-filing system on the Agency's website at www.nlr.gov. Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions.

Failure to comply with the above requirements will be grounds for setting aside the election whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the list within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

D. Posting of Notices of Election

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Election accompanying this Decision in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notice must be posted so all pages of the Notice are simultaneously visible. In addition, if the Employer customarily communicates electronically with some or all of the employees in the unit found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notice at least 3 full working days prior to 12:01 a.m. of the day of the election and copies must remain posted until the end of the election. For purposes of posting, working day means an entire 24-hour period excluding Saturdays, Sundays, and holidays. However, a party shall be estopped from objecting to the nonposting of notices if it is responsible for the nonposting, and likewise shall be estopped from objecting to the nondistribution of notices if it is responsible for the nondistribution. Failure to follow the posting requirements set forth above will be grounds for setting aside the election if proper and timely objections are filed.

RIGHT TO REQUEST REVIEW

Pursuant to Section 102.67 of the Board's Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 10 business days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not precluded from filing a request for review of this decision after the election on the grounds that it did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review must be E-Filed through the Agency's website and may not be filed by facsimile. To E-File the request for review, go to www.nlrb.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001, and must be accompanied by a statement explaining the circumstances concerning not having access to the Agency's E-Filing system or why filing electronically would impose an undue burden. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review. Neither the filing of a request for review nor the Board's granting a request for review will stay the election in this matter unless specifically ordered by the Board.

Dated: August 20, 2025



Ronald K. Hooks, Regional Director
National Labor Relations Board, Region 19
915 2nd Ave Ste 2948
Seattle, WA 98174-1006



United States of America
National Labor Relations Board
NOTICE OF ELECTION



19-RC-367243

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING GROUP on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

SPECIAL ASSISTANCE: Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

PROCESS OF VOTING: Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

CHALLENGE OF VOTERS: If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government and does not endorse any choice in the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



VOTING GROUP

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time, regular part-time, and relief Patient Logistics Registered Nurses ("PLRNs") employed by the Employer at St. Charles Medical Center located at 2500 NE Neff Road, Bend, OR, 97701 who were employed during the payroll period ending immediately preceding issuance of the Decision and Direction of Election dated August 20, 2025.

Also eligible to vote are all employees in the voting group who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: All other employees, guards and supervisors as defined by the Act.

NOTE: If a majority of valid votes are cast for the Petitioner, they will be taken to indicate the employees' desire to be included in the existing bargaining unit of registered nurses employed by the Employer at its Bend, Oregon facility currently represented by Oregon Nurses Association. If a majority of valid ballots are not cast for representation, they will be taken to indicate employees' desire to remain unrepresented.

DATE, TIME AND PLACE OF ELECTION

Thursday, September 18, 2025	6 P.M. to 7 P.M.	The Airlink building of the Employer's St. Charles Medical Center facility, 2500 NE Neff Road, Bend, OR 97701.
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EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



UNITED STATES OF AMERICA
National Labor Relations Board

19-RC-367243

OFFICIAL SECRET BALLOT

For certain employees of
ST. CHARLES HEALTH SYSTEM, INC., D/B/A ST. CHARLES MEDICAL CENTER



Do you wish to be represented for purposes of collective bargaining by
OREGON NURSES ASSOCIATION?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

SAMPLE

NO

☐

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law

Anyone with a question about the election may contact the NLRB Office at (503)326-3085 or visit the NLRB website www.nlr.gov for assistance.