Memorandum of Agreement

Critical Staffing Bonus Premiums

The Oregon Nurses Association (ONA) and St. Alphonsus Medical Center-Baker City (SAMC-BC) in response to staffing concerns and issues brought up by nurses at the hospital agree to enter into the following Memorandum of Agreement. The following agreement is intended to provide an incentive for both parties to work together to solve staffing issues at SAMC-BC.

Critical Staffing Defined

Critical staffing for all patient care areas can be defined as follows:

- The inability to cover shifts in patient care areas, for a period greater than four weeks and safely according to state staffing laws. The staffing plans as designed outlined by the SAMC-BC Staffing Committee are considered above is the minimum requirement for all nursing departments within SAMC-BC. The inability to hire permanent or temporary staff to fill vacancies within a six week timeframe of posting.
- The inability to cover reasonable PTO requests within the designated time frame as outlined in the ONA Collective Bargaining Agreement.
- When incentivized shifts have been available and posted at least 14 days, yet are unfilled with less than 48 hours before start time.
- When RN’s report fatigue/burnout after covering open shifts. These circumstances should be reported on an ONA Staffing Request and Documentation Form (SRDF) and must be made through the Staffing Committee. Each report will be reviewed by the committee. More than two Such reports in a 14 day time period will trigger a meeting of the Staffing Committee within seven (7) days.
- When SAMC-BC is placed on divert for lack of adequate staffing more than three times per month.

Critical Staffing as defined above will trigger these actions by SAMC-BC Administration:

- An emergency session of the SAMC-BC Staffing Committee within seven (7) days.
- An additional bonus stipend of $1500 per shift paid to nurses who agree to work a critical need shift, or are currently working on a unit/shift that has a critical staffing identified. (This is meant to incentivize those who agree to work extra and those who are possibly left in a short staffing situation). This differential shall be in addition to all other monies due an employee, including overtime and other bonus shift premium already offered for the shift.
- Additional PTO accrual, or some payment to a fund for nurses to use for stress relief activities/education. I would like to remove this language. This should be addressed during negotiations.

This Memorandum of Understanding will remain in effect through the duration of the Collective Bargaining Agreement that expires on March 31, 2016, at which time it will automatically terminate unless ONA and SAMC agree to continue it, in writing, for a specified term.

[Signatures]

June 15, 2015

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