Memorandum of Agreement

Staffing Issues in Family Birth Unit

In order to address short-term staffing issues and anticipated increased patient volume in the Family Birth Unit, Tuality Hospital and the Oregon Nurses Association hereby agree to the following provisions for nurses working in the Family Birth Unit only. This Memorandum of Agreement will run concurrently with the parties’ collective bargaining agreement and will supersede any contrary provisions of the parties’ collective bargaining agreement.

1. The extra/odd shift differential shall be $12.00 per hour instead of $5.00 per hour for nurses who work an extra/odd shift on night shift in the Family Birth Unit.

2. A nurse working in the Family Birth Unit will not be floated or low censused if there is a training opportunity available to address a documented incomplete competency for that nurse.

3. A nurse working in the Family Birth Unit who is floated to another unit will be returned to the Family Birth Unit if a training opportunity to address a documented incomplete competency for that nurse becomes available.

4. A nurse working in the Family Birth Unit who is floated to another unit will be returned to the Family Birth Unit before the Hospital calls in the night call nurse.

5. The Hospital will implement a voluntary night call schedule for three months following ratification of the parties’ 2016-2017 collective bargaining agreement. The voluntary night call schedule will be extended if night call is being adequately covered. “Adequately covered” for purposes of this paragraph means that the number of night call shifts being covered per month equals the number of nurses (full-time, part-time and per diem) who are assigned to the Family Birth Unit (in other words, the voluntary night call is covering the equivalent of one night call shift per month per nurse).

6. If after four months the voluntary night call schedule is not adequately covering night call shifts, as defined in paragraph 4 above, the Hospital may implement scheduled night call in the Family Birth Unit. Each nurse in the Family Birth Unit will be scheduled for not more than one night call shift per month, unless the nurse agrees to additional night call shifts.

7. Nurses assigned to night call will not be called in except to cover surges in patient census not covered by core staffing (as it may be adjusted from time-to-time) or to cover for a nurse who was scheduled to work and calls off for the shift, as provided in Section 8, below.

8. For call-offs, the Hospital will offer Short Notice Shift Incentive prior to calling in the night call nurse.

9. Hospital nursing management will meet after four months and at least once every six months thereafter with ONA nurse representatives working at the Hospital to evaluate the effectiveness of this Memorandum of Agreement.

Dated: April ___, 2016