SIDE LETTER OF AGREEMENT

between

BAY AREA HOSPITAL

and

OREGON NURSES ASSOCIATION

This Side Letter of Agreement is entered into between Bay Area Hospital (hereinafter referred to as the “Hospital”) and the Oregon Nurses Association (hereinafter referred to as the “Union”).

Whereas, Article 5.3.1 (line 20-22) of the 2019-2021 Agreement states “A nurse may elect to use education funds as wages for education hours when a day of work is missed due to the educational event. The hours must be claimed during the same pay period that the activity occurs, and will not be paid retroactively.”

and;

Whereas, the parties recognize the limitations of Workday in tracking both expenses and hours against the yearly allocation of education funds;

Therefore, the parties have reached the following Agreement, which shall be effective February 1, 2021:

“Prior to the beginning of each fiscal year, each nurse will have the opportunity to designate the percentile of their annual education funds (25%, 50% or 75%) they would like allocated to being reimbursement for missing hours as wages for education hours. This selection cannot be changed during the year. Nurses not choosing to allocate a percentage of education funds to hours’ reimbursement will be defaulted to education fund being allocated to expenses only.

The parties further agree that wages for hours missed for virtual education will now be eligible for reimbursement. All other eligibility requirements and condition for reimbursing educational hours will remain the same.
This Side Letter of Agreement shall be deemed a part of and incorporated into the terms and provisions of the current collective bargaining agreement.

BAY AREA HOSPITAL  OREGON NURSES ASSOCIATION

By:________________________  By:__________________________

Dated:_____________________     Dated:_______________________