MEMORANDUM OF AGREEMENT
ADN Fellowship Pilot Program

I. Parties

The parties to this Memorandum of Agreement (hereinafter “MOA”) are Multnomah County, Oregon (hereinafter “County”) and Oregon Nurses Association (hereinafter “Association”).

II. Background

A. The parties agree that the recruiting and retention of nursing staff that reflects the diversity of the community and patients we serve is a shared goal and is necessary to meeting the ongoing challenges of recruiting qualified nurses.

B. The parties recognize that it is advantageous to provide alternative career paths for registered nurses with an Associate Degree in Nursing (ADN) but who may not have the amount of experience needed to qualify for nursing positions within the County.

C. To that end, the parties agree to a pilot project for an ADN Fellowship Program. This pilot will begin upon ratification of the CBA and continue until the expiration date of the CBA. If the parties agree that the pilot is successful, they may then discuss making the pilot permanent.

THEREFORE, the parties mutually agree as follows:

1. Registered nurses with an ADN degree but without the regularly required amount of professional experience may participate in an ADN Fellowship for up to their first two years of employment in lieu of the required experience.

2. The ADN Fellowship will consist of two stages. Fellowship ADNs with less than one (1) year of experience as a registered nurse will start at Stage 1, and Fellowship ADNs with at least one (1) year but less than two (2) years of experience as a registered nurse will start at Stage 2. Fellowship ADNs will advance from Stage 1 to Stage 2 no later than one (1) year from their
date of hire and will advance to CHN status no later than one (1) year after advancing to Stage 2. Fellowship ADNs may, however, advance to Stage 2 or to CHN status in less time in the discretion of their program manager.

3. **Stage 1 Fellowship ADNs** will be paid at a rate equal to the first step of the CHN pay scale minus six percent (6%). Stage 2 Fellowship ADNs will be paid at a rate equal to the first step of the CHN pay scale minus three percent (3%). Fellowship ADNs who advance from Stage 2 to CHN will be placed on the first step of the CHN pay scale.

4. Fellowship ADNs will be assigned CHN preceptors. CHNs will receive the preceptor differential for each shift assigned as a Fellowship ADN preceptor. Fellowship ADNs may, for the duration of the fellowship, be assigned to shifts and schedules that better allow for effective preceptoring and training.

5. **The length of the ADN Fellowship program** will be added to the Fellowship ADN’s initial trial service period.

The parties agree that this agreement does not establish a precedent, custom, or practice outside of the terms of this MOA.

Agreed to this day of ____________, 2022.

For ONA: __________________________ For the County: __________________________

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Jocelyn Pitman James J. Opoka
ONA LR Representative Labor Relations Manager