

MEMORANDUM OF UNDERSTANDING #18

Maternal Newborn Float Pool

The Oregon Nurses Association (“Association”) and Oregon Health & Science University (“Employer”) hereby agree to the following provisions regarding the Maternal Newborn Float Pool (MNFP) that supports the Labor & Delivery (L&D) and Mother Baby Units (MBU):

- ~~1. The parties agree to establish a MNFP. OHSU MNFP nurses support both L&D and the Mother Baby units for selected planned and unplanned absences and for other staffing deficits and operational needs. The Employer may expand the MNFP specialty cluster to include the NICU; if the specialty cluster is expanded, the Employer shall provide MNFP nurses with adequate training and orientation to the NICU.~~
- ~~2. Float Pool nurses who satisfy the eligibility criteria for a specialty cluster and who have been properly oriented as defined in the agreement shall receive the specialty float pool differential (Article 10.9).~~
- ~~3. Scheduled call shall be voluntary for all MNFP regular FTE nurses and will follow the same requirements of the Labor & Delivery call process.~~
- ~~4. Two full pay periods after mutual ratification of the 2023-2026 CBA, nurses in “cross trained” positions in the MBU and L&D can elect to transition to MNFP positions at their current FTE level and shift. MBU and L&D Crosstrained nurses who do not elect to transition to MNFP positions will retain their current FTE and shift, and will no longer have the crosstrained status and will remain in their current home unit. Any remaining positions can be posted following Article 19.~~
- ~~5. The creation of this specialty float pool does not allow L&D nurses to float to NICU, nor NICU nurses floated to L&D.~~