Letter of Agreement (LOA)
Between
Oregon Health & Science University
Pediatric Departments
And
Oregon Nurses Association

To meet the needs of our community during the RSV surge, it is important that we staff the Doembecher acute, critical care and adult and pediatric ED areas to maximum capacity, both to meet patient needs that come with the increase in the incidence of RSV as well as to support existing nursing and support staff.

In an effort to meet short term staffing needs due to an increase in pediatric patients needing care at Doembecher, the Oregon Health & Science University ("Employer") and the Oregon Nurses Association ("Association") agree to the following incentives, which will be available to qualified OHSU nurses who can take an independent patient assignment in participating inpatient and outpatient units/departments that see Pediatric patients (includes Pediatric Ambulatory, Family Medicine and Immediate Care) based on operational need to meet the RSV surge as determined by the Employer.

Working While on Vacation Incentive: This incentive applies to any nurse that accrues vacation. FTE nurses who have approved vacation scheduled during this designated time period who agree to pick up a shift(s), will receive their normal vacation pay, plus pay for hours worked (including any applicable premiums), plus a one-time, lump sum bonus of $100 for a minimum of 4 hours worked, $200 for a minimum of 8 hours worked, $250 for 10 hours worked, $300 for 12 hours worked, (Based on productive hours; excludes meal periods). This will only apply to any FTE nurse who has approved vacation and agrees to pick up shift(s) during the approved vacation dates.

Note: The above incentive does not stack with CNI until the nurse has worked the hours of their assigned FTE. Expanded CNI, would apply to an FTE nurse who cancels their vacation, works their FTE and picks up an eligible shift beyond their FTE which qualifies for Expanded CNI.

If voluntary MOV is declared nurses will be paid voluntary MOV for any extra shift worked.

Night Shift Incentive:
I. Who is eligible: FTE or resource nurses working day shift willing to rotate to night shift and any night shift nurse willing to work additional qualifying night shifts above their FTE and above minimum required shifts volunteering and approved to work the designated night/evening shifts that would qualify for CNI.

II. Premium: FTE or resource nurses will receive a premium of $20/hour in addition to the applicable evening/night shift differential within those designated shifts.

III. Duration of Rotated Shift: FTE or resource nurses who work the day shift shall volunteer to work the night shifts one pay period at a time. Nurses may volunteer to work the night shift for longer than one pay period as long as approved by their manager.

This incentive LOA will begin on November 18, 2022, date when the Employer sent out notice to call for volunteers to help the need with RSV, though September 24, 2023. This LOA may be extended through notification of the Employer. For the duration of this Agreement both Employer and Association are committed to maintain open communication to problem solve as issues arise.

FOR OHSU:

By: [Signature] 7/19/23
Regina Lagaaya  
Director, Labor Relations

FOR ONA:

By: [Signature] 7/19/23
Amber Cooper  
ONA Lead Labor Representative