

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

Due to the critical staffing shortage at OHSU, the AURN bargaining team members and their home units shall be supported in additional ways to assure that OHSU and ONA negotiations can function properly. These efforts shall assure the impacted units are not further short staffed as a result of these negotiations.

For this reason, section 2.8 of the collective bargaining agreement shall be modified as follows retroactively to December 5, 2022:

- I. Time spent in negotiations on joint bargaining days shall be counted toward their FTE/MRS for the purpose of calculating overtime and CNI/other incentives, if eligible. Bargaining team members shall still be supported by their home units to be released from their regular FTE/MRS shifts.
- II. The maximum number of compensated members of the Association's negotiating team and alternates shall be increased to ten (10).
- III. Time spent in negotiation sessions with management, including joint sessions and bargaining team caucuses on negotiations days, shall be compensated by the employer unless by mutual agreement for additional caucusing days and/or hours that shall count towards FTE. In no event shall such paid time exceed the number of mutually agreed negotiation days/hours. AURN bargaining team members shall receive straight rate of pay for time spent in negotiations unless they reach forty (40) hours of work per work week before/during bargaining days.

FOR OHSU:

By: Regina Lagging 12/21/22
Regina Lagging Date
Director, Labor Relations

FOR ONA:

By:  12/21/22
Amber Cooper Date
ONA Lead Labor Representative