The Oregon Health & Science University (“Employer”) and the Oregon Nurses Association (“Association”) agree to the following:

In an effort to meet short term staffing needs of the hospital during the high vacation summer months of 2021 (June, July, August and September), the following incentives will be available to OHSU nurses in participating inpatient and outpatient units/departments based on operational need as determined by the Employer. These are stand-alone incentives that cannot be combined. Participation in any of the incentives below require OHSU management approval and will be considered on a first come, first served basis then by seniority.

**Resource Nurse Short Term Assignment Incentives (Six and Thirteen Weeks)**

24.2 13-Week Assignments. Resource nurses may agree to work a thirteen (13) week assignment, as designated by the Employer, to cover a posted vacancy on a temporary basis. Resource nurses may also agree to work a six (6) week assignment, as determined by the Employer, to cover a posted vacancy on a temporary basis or to cover planned absences due to FMLA/OFLA, vacations, or other operational needs. During such assignment the resource nurse shall be scheduled and curtailed as if he or she were a regular nurse, but the resource nurse will not be afforded any benefits other than those already identified in this article. All resource nurses who agree to work such an assignment will be paid the resource nurse differential for higher number of hours worked, in accordance with the compensation provisions of this article, for the length of the designated assignment.

Eligibility for Resource Nurse Short Term Assignment. Because this incentive program is necessitated by the need to fill vacancies during the summer months, in order to be eligible for this program, at the time the resource nurse agrees to work either a 13 or 6 week assignment, the resource nurse must be available to work for the entirety of the 13 or 6 week assignment, and not have any planned or pre-approved leave of absence or vacation during the assignment period.

**Resource Nurse Incentives for 13/6 Week Assignments**

Resource nurses who work a 13 or 6 week assignment, and have no unexcused* absences or vacation during the assignment, will receive a lump sum of **$5,000 (13 week assignment), or $2,000 (6 week assignment)** pro-rated by the temporary assigned schedule, following the conclusion of the assignment. Resource nurses can request to extend their 13 week or 6 week assignments in one-week increments no later than 2 weeks before the end of their assignment. If approved, the same pro-rated incentive amount will apply per week. The same lump sum bonuses will be applied to each additional 13 or 6 week assignment that is approved and completed.

*If the resource nurse is otherwise eligible to participate in this incentive program, FMLA/OFLA protected absences and absences due to COVID that arise during the assignment would be excused for attendance incentive eligibility purposes and will require certification by a provider.*

**Nurse Working Part-Time Incentives for 13/6 Week Assignments**

Nurses working part-time (0.6 FTE or below) who agree to increase to full-time (0.9 FTE and above) who work a 13 or 6 week assignment, and have no unexcused absences* will receive a lump sum of **$5,000 (13 week assignment), or $2,000 (6 week assignment)** pro-rated by the temporary increase in FTE following the conclusion of the assignment. Part-time nurses can request to extend their 13 or 6 week assignments in one-week increments or extend their 13 or 6 week assignment in 6 or 13 week increments no later than 2 weeks before the end of their assignment. If approved, the same pro-rated incentive amount will apply per week or the same lump sum bonuses will be applied to each additional 13 or 6 week assignment that is approved and completed.
Working While on Vacation Incentive
Nurses who have approved vacation scheduled during this time period who agree to pick up a shift, 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, and $300 for 12 hours worked. (Based on productive hours; excludes breaks and meal periods). This will apply to any FTE nurse who has approved vacation and agrees to pick up a shift, meaning the nurse can be eligible for this incentive more than once, and may be eligible for other incentive options listed in this agreement. For ex. a part-time nurse who completes a 6 week assignment, who has approved vacation the following week, is eligible for this incentive.

Attendance Recognition Incentive
Nurses who have held an FTE of 0.75 and above since April 20, 2021 and maintain a 0.75 FTE, and who have no unexcused absences* during the incentive period (June 21-September 26, 2021) will be eligible for a lump sum payment of $5,000.  

*If the FTE nurse is otherwise eligible to participate in this incentive program, FMLA/OFLA protected absences and absences due to COVID that arise during the assignment would be excused for attendance incentive eligibility purposes and will require certification by a provider.

This incentive LOA will begin on June 21, 2021 and remain in effect through September 26, 2021 subject to the right of the Employer to modify or terminate upon providing fourteen (14) days advance notice. 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: Magda Leo Date 06/23/2021
Interim HR Director for Labor Relations

FOR ONA:
By: Brian Howard Date 06/22/2021
ONA Representative

FOR THE DEPARTMENTS:
By: Dana Bjarnason 6/23/2021
Dana Bjarnason Date
Chief Nurse Executive