

Letter of Agreement

(Updated 11/30/2022)

Procedural Unit Call Incentive

Effective 01/01/2023 - 06/30/2023

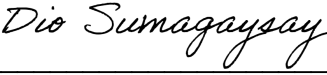
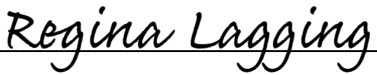
Interventional Radiology, Cardiac Catheterization, and Electrophysiology Registered Nurses
ONA ("Union") and Oregon Health & Science University ("Employer") hereby agree as follows:

1. The Employer has established a Supplemental Call Incentive (SCI) to recognize OHSU nurses in EP-CCL and IR which are specialized mandatory call units (unit closes after business hours and requires an on-call team for emergencies 24/7, call pool less than 16 RNs, baseline call at least 68 hours per month) when covering difficult-to-fill shifts and peaks in census and acuity which have been identified and posted by the Employer.
 - a. After call is assigned in accordance with the unit baseline call expectations, and then open call shifts are offered for a period not to exceed 3 days from the day they are posted, "Supplemental Call" (SCI) shifts shall be offered based on operational need. Each shift will be clearly identified as SCI using the normal unit processes for posting additional shifts.
 - b. Each "Supplemental Call" shift will be awarded on either a first come, first serve basis, or seniority, or rolling seniority, applied one shift at a time, until all open SCI shifts are filled. Unit base will determine which model to use for all SCI shifts.
 - i. Rolling seniority will be applied to the group of shifts offered each time. If more shifts later become available, the rolling seniority process will start at the top of the seniority list for each offering of shifts.
 - c. If there are no volunteers or unfilled SCI shifts remain, then "Supplemental Call" will be assigned using the unit base approved processes for assigning an unfilled mandatory call shift. In the absence of a unit base agreement, it will be assigned on a rotational basis, starting with the least senior nurse on the unit. The shift will be paid at the "Supplemental Call" rate.
 - d. "Supplemental Call" will have a pager rate of \$19.00 per hour, replacing the contractual rate, applied to each call shift defined as either one weekday, 24-hour holiday, or 24-hour weekend day.

2. In the event that immediate after hours coverage is needed while the unit is closed, or if a call shift is made available less than 24 hours prior to the commencement of the call shift, the manager will text nursing staff to offer "Supplemental Call – Plus" (SCP). This call will be awarded on a first come, first serve basis. "Supplemental Call – Plus" will have a pager rate of \$28.00 per hour, replacing the contractual rate, applied to each call shift defined as either one weekday, 24-hour holiday, or 24-hour weekend day.
3. This agreement does not replace the Excessive On Call language per contract.

Signatures:

ONA:  12/21/22
ONA Representative Date

OHSU:  
Meagan Schuette, MSPU Director _ OHSU Labor Relations