Memorandum of Understanding

Redeployment Shift Rotation Premium

The Oregon Nurses Association (hereafter “Association”) and the Oregon Health & Science University (hereafter “Employer”) hereby enter into the following Memorandum of Agreement regarding premium the COVID-19 virus.

Background:

As part of a Memorandum of Understanding on COVID-19 (agreed December 9, 2020), the Employer and the Association agreed to the following language regarding staff redeployment:

Staff Redeployment. Association acknowledges the Employer’s right to redeploy staff as needed as operational need indicates. For the purpose of this response to COVID-19 the Employer may modify work schedules and assignments as needed with only reasonable notice. Nurses may be redeployed to units, departments, and/or functions other than their current unit, department, or function that they are deemed qualified to perform.

It may be necessary to redeploy nurses from the day shift to night shift pursuant to Article 7.5, Rotation of Shifts. Although there is no premium beyond any shift differential associated with such redeployment, OHSU recognizes the impact of a shift rotation. Accordingly, the parties enter into this agreement for a redeployment shift differential premium on a non-precedent setting basis.

Agreement:

I. Assignment: If a shift rotation from day shift to night shift is necessary during this emergency, nurses will be assigned first on a voluntary basis and then in inverse order of seniority unless a specific skill set is needed that a less senior nurse does not possess, thus necessitating the need to assign a more senior nurse.

II. Who is eligible: Nurses redeployed to work the night shift (whether they have been redeployed to a night shift from another unit or current dayshift nurses redeployed to work the night shift).

III. Premium: Nurses whose shift is rotated from day to night as a result of a redeployment will receive a premium of $25/hour in addition to the applicable night shift differential.

IV. Duration of Rotated Shift. Nurses who are redeployed to the night shift (i.e., non-volunteers, whether they have been redeployed to a night shift from another unit or current dayshift nurses redeployed to work the night shift) shall not without mutual agreement, as outlined in the following sentence, be redeployed to the night shift for more than two weeks at a time. Nurses who are redeployed to the night shift (i.e., non-volunteers) may volunteer to be redeployed for longer than two weeks but such agreement must be in writing and can be rescinded with one week’s notice. Nurses who are redeployed to the night shift (i.e., non-volunteers) shall have at least two weeks back on the day shift before being redeployed to the night shift again, unless they agree to a shorter time in writing.
V. Duration of Agreement. The Employer and Association are committed to the following agreement starting on December 21, 2020. Either party may terminate this agreement with 28 days’ notice.

OREGON HEALTH & SCIENCE UNIVERSITY       OREGON NURSES ASSOCIATION

By: _______________________________       By: _______________________________

Printed Name: ______________________       Printed Name: ______________________

Title: _______________________________       Title: _______________________________

Date: ___/___/___                   Date: ___/___/___

Magda Leo 
Interim HR Director, Labor Relations 
12/23/2020
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OREGON HEALTH & SCIENCE UNIVERSITY  OREGON NURSES ASSOCIATION

By: ____________________________  By: ____________________________

Printed Name: ____________________________  Printed Name: Brian Howard

Title: ____________________________  Title: Lead Labor Rep

Date: ____________________________  Date: 12/23/20