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

Liver Transplant Extensive Shift Incentive  

The Oregon Nurses Association (hereafter “Association”) and the Oregon Health & Science University (hereafter “Employer”) hereby enter into the following Letter of Agreement regarding extensive on-call shift coverage for the Liver Transplant RN Coordinators.

Background:

The Liver Transplant RN Coordinator team has had several resignations in recent months, reducing the number of qualified RNs able to cover mandatory on-call shifts. As a result, the qualified RNs are required to work an increased amount of on-call shifts to meet programmatic needs, until additional RNs have received adequate training to provide on-call coverage.

In acknowledgement of the contributions the RNs are making during this time of transition, on a non-precedent setting basis, “extensive shift” bonus payment will be offered as outlined below:

I. Assignment: RNs will be assigned additional on-call shifts through normal on-call scheduling process within unit to ensure there is 24 hours per day, 7 days per week RN coverage for the liver transplant program.

II. Who is eligible: Liver Transplant RN Coordinators.

III. Premium: RNs who work more than a total of 6 on-call shifts over two consecutive pay periods (meaning four-week period) will qualify for a $2,500 lump sum bonus payment. RNs will be eligible for the bonus for each four-week period where they exceed 6 on-call shifts. This bonus payment will be retroactive to the start of pay period 2 which is January 3, 2022. Bonus payments are subject to applicable withholdings and deductions.

Duration of Agreement. The Employer and Association are committed to the following agreement through June 30, 2022.

OREGON HEALTH & SCIENCE UNIVERSITY  
By: Regina Lagging  
Printed Name: Regina Lagging  
Title: Director, Labor Relations  
Date: 2/23/2022  

OREGON NURSES ASSOCIATION  
By: Seth Moore  
Printed Name: Seth Moore  
Title: Labor Representative  
Date: February 23, 2022