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

Floating to NICU and NRP Incentive  

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

Background:

The Employer recently received an arbitration decision regarding a grievance that was filed approximately two years ago by a cohort of Doernbecher nurses who were uncomfortable floating to the NICU, citing lack of adequate training. This grievance was elevated to arbitration which was held on April 21, 2021. During the arbitration, Union witnesses brought forth the additional reason of nurses not having Neonatal Resuscitation Program (NRP) certification.

The Employer was notified that the arbitrator found in favor of ONA on behalf of the nurses and ruled: “The Employer shall discontinue its practice of assigning nurses to the NICU who have not received NRP certification.”

On Wednesday, August 4, 2021 AURN and ONA team members met with the Employer to discuss a plan to actively take steps to implement the arbitration decision. In the meantime, the Employer and ONA have agreed to determine order of floating, starting with float pool nurses holding appropriate certification, then by use of the current approved DCH floating matrix and guidelines as long as those nurses hold the NRP certification, followed by volunteers who may not have the NRP certification. After expiration of this MOU which occurred on December 1, 2021, no nurse shall float to NICU without the NRP certification.

Terms:
The Employer will begin the process of compliance with the arbitration award by reaching out to DCH nurses who are interested in volunteering to float to the NICU who do not currently possess NRP certification to see if they would be interested in obtaining this certification. For those who are interested in obtaining the NRP certification:

1. There will be no cost for NRP certification and nurses will be paid for training time. The Employer will assist in making sure nurses can easily access this training meaning nurses will be provided the schedule of NRP classes available and paid for class time.

2. The Employer will provide an incentive in the amount of $1,500 for the first 30 nurses who volunteer to become NRP certified. This incentive will only be available during the period of this LOA.

3. The Employer will maintain current process of following the staffing policy on reviewing staffing variances.
Duration of Agreement:
The above Letter of Agreement expired on December 1, 2021.

The Employer and the Association agree to extend this Agreement until 30 nurses (currently 26 nurses have) obtain their NRP certification utilizing the terms of this MOU. During and after this extension no nurses shall float to the NICU without NRP certification. Once this number is reached this Agreement will be terminated.

FOR OHSU:

By: Regina Lagging
Regina Lagging Director of Labor Relations

Date: March 29, 2022

FOR ONA:

By: Amber Cooper, ONA Lead Labor Representative

Date: 3/29/22