Background:
OHSU and ONA recognize our shared interest in mitigating potential exposure and illnesses from the COVID 19 Virus. As a result, both parties are entering into an agreement that will enhance patient/community safety, improve staffing levels to address increased patient demands, and reduce the prospect of unnecessary transfer of the virus.

Section 1 Patient/Nurse Safety & Exposure Precautions

I. Drive Through Testing and Exam: OHSU commits to creating a drive through testing/examinations, and the employer shall absorb the cost of tests/exams for ONA Represented Employees. The plan shall include Testing and examination for COVID 19 and appropriate rule out tests. Tests and exams will be available seven days a week.

II. COVID 19/Pandemic Monitoring Committee: OHSU and ONA shall establish a committee that includes 6 ONA representatives, and OHSU’s Chief Nursing Executive and 5 other representatives. The committee will collaborate with Emergency Operation Center, and any other relevant committees.

III. Monitoring Committee’s Functions: The Monitoring Committee shall include the following functions:
   a. Meetings: Meetings will be scheduled a minimum of once every two weeks and will be scheduled for a minimum of two hours in duration. Emergency meetings may be requested by labor or management’s committee co-chairs, and every accommodation will be made to appreciate such requests.
   b. Scope: The committee shall monitor safety related to COVID 19, create/review policies/protocols, and establish best practices for the use and availability of safety equipment/resources, delegation of staffing resources, and to issue dual communications to ONA represented RNs and Nurse Practitioners.

IV. Isolation, Quarantine, & Leave Time: ONA Represented employees shall receive paid administrative leave under the following conditions:
   a. Isolation: Employees may move to isolation which qualifies for paid administrative leave by utilizing the following process:
      i. Personal Evaluation-enter into Isolation: When an ONA Represented employee has three of the major COVID 19 symptoms or is known to have had an exposure to COVID 19 infection they are to notify OHSU of their being in isolation and intent to seek testing from a medical professional.
      ii. Medical Professional Exam: The employee shall receive an examination based on OHA’s recommended criteria for conducting a COVID 19 exam.
      iii. Exam’s determination:
COVID 19 MOU

1. **COVID 19 Test/Examinations:** Once operationalized, the employee shall schedule an appointment for COVID 19 test/examination at the drive through testing site. A Medical professional will determine appropriate testing and if the employee tests positive for COVID 19 they shall move into the Quarantine process listed in Section b following a positive test.

2. If COVID 19 testing is unavailable through OHSU, the employee shall see a medical professional for a flu exam. If the exam determines the employee is not infected with the flu, and is assessed as having continued symptoms, they shall be deemed to be in isolation and are to remain isolated for two weeks, or once cared for and cleared through medical treatment if symptoms continue to evolve.

   **b. Quarantine:** ONA represented employees who are required to be excluded from work for concerns related to COVID 19 exposures shall receive paid administrative leave until they are cleared to return to their regularly scheduled assignment.

**Section 2 Staffing and Shift Pick Up**

OHSU and ONA recognize the need to increase resources for patient care and to ensure every precautionary measure is taken to mitigate risks associated with the spread of COVID 19. The following commitments will enhance our ability to ensure patient safety related to staffing and filling of vacant shifts during COVID 19 outbreak.

I. **Staffing Levels:** OHSU patients diagnosed with COVID 19 virus shall have a patient to nurse staffing level of 1:1 for the duration of their care at OHSU and RNs caring for such patients will not enter other patients’ rooms.

II. **ED Staffing Levels:** OHSU’s Hospital Emergency Department and Pediatrics Emergency Department are frequently the entry point for many patients with COVID 19. No later than two weeks from the signing of this agreement, OHSU commits to daily staffing levels equivalent to Intensive care units, which have a 2:1 and 1:1 nurse to patient proportion in both Emergency Departments.

III. **Schedule Vacancies:** Through the duration of this agreement, OHSU commits to taking every measure to fill every schedule vacancy through utilizing the following measures.

   a. **Critical Need Incentive:** Can be increased hospital wide.

   b. **Mandatory Overtime Pay on Voluntary Basis:** Shall be added for all shifts that remain vacant with less than 24 hours to the shift start time.

IV. **Duration of Agreement:** OHSU and ONA are committed to the following agreement for 120 days, and if no other agreement is reached it will remain in effect.
V. **Review of Agreement:** OHSU and ONA may open the agreement if there is a substantial shift in resources, state and/or federal laws through notification to one by either the employer or union.