Update on OHSU Attendance Incentives

Thanks to everyone who has signed our petition and demonstrated support for our efforts to reach agreement with OHSU on a fall MOU that appropriately recognizes your incredible commitment during these difficult times. If you haven’t yet signed the petition, please take a moment to do so.

We understand that some nurses have been concerned hearing that OHSU’s fall incentive proposal may be illegal, and we would like to take an opportunity to clarify and ease concerns about how that may impact the Summer Incentive.

- Provided that RNs have met the terms of the $5,000 Summer Attendance Incentive, you should receive the incentive.
- If, as a result of using your Oregon Paid Sick Leave*, you did not receive the incentive, you SHOULD still receive the $5,000 Summer Attendance Incentive. The same goes for the Resource Nurse 13/6 week assignments and incentives if use of Oregon Paid Sick Leave impacted those.

To say it plainly, the summer incentive program is legal, as long as use of Oregon Paid Sick Leave is not held against anyone. There were concerns raised that those who utilized sick time that is protected by the Oregon Sick Leave* Law may not have had their absences appropriately marked as “excused” and therefore may not have been marked as eligible for the bonus.
*The Oregon Sick Leave Law protects your first 40 hours of sick time per calendar year (January 1- December 31). For Resource RNs, Oregon Paid Sick Leave is accrued at .0333 hours for each 1 hour worked. For example, 40 hours worked = 1.33 hours of sick leave.*

As many of you may have seen the summer incentives have started to be paid out, and as many of you are also painfully aware, not everyone has received theirs yet. There are a variety of reasons for not everyone having received theirs yet including some payroll and managerial errors. What does this mean for you?

**If you did not yet receive your bonus or any one of the summer incentives and feel you should have, please do the following to help expedite the process so you can get paid appropriately and quickly:**

1. Let your manager know
2. Fill out this form

We also raised the issue of the Oregon Paid Sick Leave Law impacting bonus eligibility. Management reports that they did not and do not intend to violate the law, so anyone who called in sick during the summer incentive period and was still within those first 40 hours of protected sick leave should receive the bonus. If you think this could apply to you please do the following to help expedite the process so you can get paid appropriately and quickly:

1. Let your manager know
2. Fill out this form

We apologize for any apprehension that our email created. Given that there has been some confusion and that not everyone has been paid appropriately yet, ONA is taking steps in the grievance process so we can ensure that both the spirit of our agreement and the law is followed.

Please take a moment to let us know if you haven’t received the appropriate bonus and please share this with anyone you know who may not have received it and should have.

If you have any questions, please contact your ONA labor representative, executive team leaders or unit rep.