MEMORANDUM OF UNDERSTANDING

Maternal Newborn Float Pool

The Oregon Nurses Association (³Association²) and Oregon Health & Science University (³Employer²) hereby agree to the following provisions regarding the Maternal Newborn Float Pool (MNFP) that supports the Labor & Delivery (L&D) and Mother Baby Units (MBU).

These provisions shall be in effect for the life of the parties¹ current Agreement, through ____________:

1. The parties agree to establish a MNFP. OHSU MNFP nurses support both L&D and the Mother Baby units for selected planned and unplanned absences and for other staffing deficits.

2. Float Pool nurses who satisfy the eligibly criteria for a specialty cluster and who have at least two (2) years of experience in their specialty shall receive an hourly differential as follows:
   - Regular nurses whose FTE status is no less than 0.75, and who agree to work at least four (4) of the holidays (including at least one of the 3 winter holidays) listed in Section 9.3.3, shall receive a differential of $6.00 per hour. A Float Pool nurse in this category shall not be canceled from a holiday shift before comp/vacation requests are honored in other units where the Float Pool nurse is qualified to work.
   - Regular nurses whose FTE status is less than 0.75 but at least 0.5 shall receive a differential of $3.00 per hour.
   - Resource nurses who work a minimum of six (6) shifts per four-week work schedule at the request of the Employer, as defined in Article 24 of the parties’ Agreement, shall receive a differential of $3.00 per hour. Resource nurses in the Float Pool shall not be eligible for any of the differentials set forth in Sections 24.3.1 through 24.3.3.
   - Employees in a job sharing arrangement do not qualify for
any of the differentials herein.

- **Float Pool nurses who are hired into a specialty cluster will be oriented within a 120-day period to all units required to receive payment of the hourly differentials described above, unless patient and/or co-worker safety on a unit requires an extension of this period up to a maximum of sixty (60) days.**

- **Float Pool nurses who have not yet satisfied the eligibility criteria for one of the specialty clusters, but who have been assigned to the Float Pool, shall receive a differential of $2.00 per hour.**

3. Scheduled call shall be mandatory for all MNFP regular FTE nurses and will follow the same requirements of the Labor & Delivery call process.

4. If either party determines that the MNFP as set forth herein does not meet the staffing needs of the unit, either party may terminate the agreement with thirty (30) days’ notice.