MEMORANDUM OF UNDERSTANDING #2
On-Call Staffing in Labor & Delivery Unit

The Oregon Nurses Association ("Association") and Oregon Health & Science University ("Employer") hereby agree to the following provisions regarding on-call staffing in the Labor & Delivery Unit. These provisions shall be in effect for the life of the parties' current Agreement:

1. The Employer may maintain the practice of having nurses voluntarily sign up for call shifts of their choosing.

2. If the unit manager and the UBNPC at any point jointly determine, based on an assessment of current staffing and patient volume on the unit, that a mandatory on-call system is necessary to meet the unit's staffing needs, the unit may implement such a system.

3. If either party determines that the call system as set forth herein does not meet the staffing needs of the unit, then that party may so notify the other party and offer to bargain over a new method for meeting those needs, in which case the parties will proceed in accordance with ORS 243.698.

OREGON NURSES ASSOCIATION  OREGON HEALTH & SCIENCE UNIVERSITY

By: [Signature]                               By: [Signature]
Date: 9/14/23                                Date: 9-14-2023