MEMORANDUM OF UNDERSTANDING—WINTER 2023 EXTRA SHIFT INCENTIVE

The Oregon Nurses Association and Providence Medford Medical Center hereby enter into the following Memorandum of Understanding in response to the anticipated staffing needs of the Hospital effective immediately through April 20th 2024 or upon ratification of a new contract, November 30th, 2023, through January 31st, 2024. This incentive program is intended to encourage currently employed RNs to work additional shifts beyond their regularly scheduled FTE/commitment to assist with staffing shortages.

Eligibility:

1. Eligible shifts/units: All nursing departments are available for extra shift incentive. Unless extra shifts are claimed through the ‘open shift’ Kronos process, extra shifts must be approved by the department manager to be eligible for the extra shift incentive.

2. Eligible Nurses: Any nurse who has the skills and competency to care for patients in the area in which the shift is needed will be eligible for the bonus.

3. A Nurse may not pick-up incentive shifts, and be eligible for the incentive outlined below, during any week they are on paid time away (PTO or other paid leave).

4. Per-diem (0.0) nurses must be meeting their contractual commitment of 48 hours plus an additional 48 hours for a total of 96 hours per six week period, commitment for the resource nurse role in order to qualify for this incentive.

5. A caregiver must work their FTE and complete their regular pre-scheduled shifts to be eligible, with the exception of mandatory low census hours. The intent of this incentive is to incentivize nurses to make additional hours of work available to the hospital.

6. Unless they have leadership approval for an exception, Caregivers cannot pick up incentive shifts that would result in them working more than seven (7) 12-hour shifts in a row, nor can the extra shift result in the nurse working more than 16 consecutive hours.

Bonus Amounts:

- 12-hour shift: $500
- 10-hour shift: $415
- 8-hour shift: $335
- 6-hour shift: $250
- 4-hour shift: $170

*Bonus payments are subject to applicable withholdings and deductions and will be paid within one (1) pay period upon completion of any bonus period.

This Memorandum of Understanding will remain in effect for the dates outlined above, unless extended by mutual agreement. The Employer may modify or terminate this agreement upon providing fourteen (14) days advance notice to ONA.

Signed and effective immediately.
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