MEMORANDUM OF UNDERSTANDING—SUMMER 2022 EXTRA SHIFT INCENTIVE

In July of 2021 Oregon Nurses Association (ONA) and Providence Medford Medical Center (PMMC) agreed to a “SUMMER 2021 EXTRA SHIFT INCENTIVE”. Through the summer and into the fall we agreed via email to make minor modifications and extensions to that incentive, which is currently set to expire on April 9, 2022.

The ONA and PMMC hereby enter into the following Memorandum of Understanding as an extension to the existing Extra Shift Incentive program, in response to the continued needs resulting from the COVID-19 pandemic and anticipated staffing needs of Providence Medford Medical Center through July 30, 2022. This incentive program is intended to acknowledge currently employed RN that work additional shifts beyond their regularly scheduled FTE and assist with staffing shortages.

The highlights of the incentive include:

**Shift Eligibility:**
Shift that PMMC has identified as eligible and are at our sole discretion.

**Additional Eligibility:**
- A caregiver must work their FTE and complete their regular pre-scheduled shifts to be eligible, with the exception of mandatory low census hours and pre-scheduled PTO.
- Any nurse qualified to work in any unit(s) in which the eligible shift is identified will be eligible for the bonus.

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

This agreement shall be effective upon signature and shall continue until July 30, 2022 and will not be modified or extended without mutual agreement.

FOR ONA

[Signature]

Misha Hernandez, Labor Relations Representative

Date: 4/1/2022

FOR PMMC

[Signature]

Joan Resnick, Human Resources Business Partner

Date