

MEMORANDUM OF UNDERSTANDING

SPECIAL 6/2 SCHEDULING PILOT PROGRAM FOR NIGHT SHIFT RNS

The parties recognize a mutual interest in attracting and retaining experienced qualified nurses to night shift positions. To that end, the parties agree to the following pilot program, which may be terminated by either party on or after December 31, 2018.

Benefit-earning Registered Nurses may, on an individual basis, agree to work 6 pay periods of pre-determined night shifts with the consent of the manager/employer, and have 2 paid consecutive pay periods off work. A pay period is a 2-week period corresponding to the payroll pay periods of the Medical Center.

Nurses who participate in the program are expected to complete at least three (3) 6/2 cycles as part of this agreement.

1. Work Schedules: This schedule shall be offered for night shift RN staff working 0.8 FTE or higher. The specific 6/2 cycle will be agreed upon in advance by the employee and the employer depending on the number of allocated 6/2 cycle shifts available for a particular unit, and attached to this Memorandum of Understanding.

2. PTO Accrual: Under this schedule, the employee will not accrue PTO (as they will receive 2 paid pay periods off for every 6/2 cycle). RNs who begin this schedule with a PTO balance will not be cashed out, but may use PTO if flexed off due to low census, for sick days or for an approved PTO or holiday off.

3. EIB Accrual: For every hour paid, .0405 EIB hours are accumulated by both full time and part time employees. This amounts to approximately 84 hours per year for full time employees. EIBs can accumulate to a maximum of 720 hours, or ninety (90) days.

4. Benefits: Benefits will continue during the time off with applicable benefit dollars paid/deducted during the full 6/2 scheduling period. The 6/2 Adjustment pay will

Page 1 of 2	Date Accepted	/ /
	Accepted by ONA	
	Accepted by Employer	

ONA → Providence Willamette Falls Hospital	Date of Proposal: __11/8/16
--	-----------------------------

contribute towards retirement benefits including vesting hours credit.

5. 6/2 Adjustment Pay: During the 2 pay periods that the employee has off, the employee will receive two 6/2 adjustment payments equal the Number of regular productive hours·(based on FTE status) during the 6 pay periods worked times the employee's regular pay rate (e.g. a full-time 12 hour RN would receive 72 hours pay each pay period unless sick time penalty applies-see next page). Shift differential is not included.

6. Unscheduled Absence: If, during the 6-pay period working part of this schedule, the RN has 2 occurrences of unscheduled absence (and/or 4 or more missed shifts), the 6/2 adjustment check will be reduced by 20%. If the employee has 3 occurrences of unscheduled absence (and/or 6 or more missed shifts), the 6/2 adjustment check will be reduced by 30%, and the employer may discontinue this schedule. If the employee is on an LOA for > 21calendar days, the two adjustment checks will be reduced by 40% and/or they may need to be removed from the 6/2 schedule and placed on a regular work schedule. (An LOA of 35 calendar days or more during the working portion of the cycle may result in the employee being taken off the 6/2 plan [at least for that cycle]).

7. Working During Off Pay Periods: The employee on the 6/2 scheduling option will be eligible to work during the expected “off period”, if needed and will be paid for such work at the applicable rate in addition to the Adjustment Pay.

8. Experience: RN's must have at least twelve (12) months experience with the Medical Center as an RN in acute care and/or in their specialty to be eligible for this program.

9. Participation in this program is voluntary. Any employee may decide to transfer out of this program at the end of their 3-cycle commitment, with eight (8) weeks notice to the Employer.

Page 2 of 2	Date Accepted	/ /
	Accepted by ONA	
	Accepted by Employer	