MEMORANDUM OF UNDERSTANDING

The Oregon Nurses Association (ONA) and Asante Rogue Regional Medical Center (Asante) hereby enter into the following Memorandum of Agreement in response to ongoing concerns presented by the COVID-19 pandemic and overall increased census.

AGREEMENT:

Effective March 26, 2023 Asante and the ONA are allowing temporary changes to the following contract specific items and policies. These temporary revisions will be in place until June 3, 2023, unless extended by mutual agreement of both parties. This agreement nullifies and supersedes all other current MOUs in place regarding ESP/VSP or shift bonuses.

The parties agree to the following CBA revisions and other agreements:

1. **Exhibit A.11 Economics - Incentive Shifts**

   It is agreed during this time period to continue to provide an increase to the Critical Needs Incentive (CNI) Shifts to $36.00 an hour and the Advanced Shift Incentive (ASI) to $41.00 an hour. The rate for CNI is called Emergency Shift Premium (ESP) and the ASI rate is known as Voluntary Shift Premium (VSP). For the period of this MOU, Flexible (on-call) status nurses will be eligible for these premiums if the shift is qualified under the contract terms and after they have worked at least one full shift during the workweek in which the shift occurs. All other contract requirements for the provision of these incentives will be maintained.

   The above amounts shall be payable as normal wages subject to applicable tax withholding.

   This agreement shall be effective on the date noted above and shall continue until June 3, 2023 and will not be modified or extended without mutual agreement.

FOR [ONA]

[Signature]  3/21/2023
Misha Hernandez, Labor Relations Representative  Date

FOR Asante Rogue Regional Medical Center

[Signature]  3/21/2022
Robert Begg, VP Human Resources  Date