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.

AGREEMENT:

Effective March 27, 2022, Asante and the ONA are allowing temporary changes to the following contract specific items and policies as they relate to the declared state of emergency due to the COVID-19 pandemic. These temporary revisions will be in place until September 10, 2022 unless extended by mutual agreement of both parties. The parties agree to the following CBA revisions and other agreements:

1. Article 9.3.D: Additional ETO Accruals and ETO Policy
   
   It is agreed to continue to provide an exemption to the ETO maximum accrual rates. The cap on the maximum accrual rate has been lifted. The maximum ETO accrual rates will go back into effect September 11, 2022. Remaining ETO accrual over the max of 1.5 times the annual accrual rate will be paid out along with 2 pay periods of additional time on the September 16, 2022 paycheck.

2. Exhibit A.11 Economics - Incentive Shifts
   
   It is agreed during this time period to increase the Critical Needs Incentive (CNI) Shifts to $20/hr and the Advanced Shift Incentive (ASI) to $25/hr. The higher rate for CNI is called Emergency Shift Premium (ESP) and the higher ASI rate is known as Voluntary Shift Premium (VSP). All other contract requirements for the provision of these incentives will be maintained.

3. Article 7 – Work Assignment and floating; staff reassignment
   
   The parties agree that it is possible that non-ONA nurses from other ARRMC Departments, or Asante Corporate departments or Asante Physician Partner clinics or temporary agencies may be floated to ARRMC for short-term assignment. The ONA agrees that such nurses will not be subject to the terms of the CBA, and that the ONA will not file a grievance or other claim relating to such assignments during the term of this agreement. It is further agreed that all ONA nurses will be given scheduling priority over all other ARRMC, Asante Corporate, APP or temporary agency nurses.

4. Retention Differential
   
   ARRMC will provide each eligible nurse (noted below) with a $6.00/hour retention differential for all hours worked plus ETO hours paid during the time period noted. It will be paid along with regular wages on each paycheck.
Eligibility: All Fulltime, part-time and flexible/on-call nurses who worked at least 312 hours from July 4, 2021 – January 1, 2022, with an ONA seniority date prior to January 1, 2021 will be eligible for the retention differential.

*Please note that the other provisions of the CBA will remain in force.*

Misha Hernandez  
Labor Relations Representative  
Oregon Nurses Association  

3/17/22  
Date Signed

Robert Begg  
Vice President, Human Resources  
Asante  

3/17/2022  
Date Signed