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 September 11, 2022 Asante and the ONA are allowing temporary changes to the following contract specific items and policies. These temporary revisions will be in place until December 31, 2022 unless extended by mutual agreement of both parties. 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 $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.

   ___________ Misha Hernandez ___________  ___________ Robert Begg ___________

   Misha Hernandez                          Robert Begg
   Labor Relations Representative           Vice President, Human Resources
   Oregon Nurses Association                Asante

   ___________ 9/10/22 ___________  ___________ 9/15/2022 ___________
   Date Signed                                Date Signed