MEMORANDUM OF AGREEMENT

The Oregon Nurses Association (ONA) and Asante Rogue Regional Medical Center (Asante) hereby enter into the following Memorandum of Agreement in response to ongoing staffing concerns.

AGREEMENT:
Effective July 6, 2022, Asante and the ONA are in agreement to continue to add an additional Emergency Pay Bonus to RNs who agree to work during critical staffing shortages as designated by ARRMC management. This will be in place until July 30, 2022 and evaluated at that time for an extension agreed upon by both parties.

DETAILS:
• $500 per shift for any shift worked above FTE (including part time and on call) – in addition to the already agreed upon ESP/VSP hourly amounts if appropriate
• Qualifying shifts are defined as service lines that experience a staffing deficient of 20% or more of their total max staffing
• Qualifying shift will be published on a "holes list" distributed for the next 4 weeks
• Any nurse who picks up qualifying extra shifts will qualify for the extra shift incentive, but must be able to take at minimum a patient care assignment, including nurses who work as a CRN (ex: ICU nurse who agrees to work on med/surg and takes a 3-patient assignment)
• Outreach nurses will qualify when they are required to fill in on an additional shift as long as all other criteria are met
• Departments and the staffing office will communicate qualifying shifts. Only those declared eligible qualify regardless of the staffing matrix for that shift
• RNs must work a normal shift (8, 10 or 12) depending on how they are normally scheduled. Partial shifts will not be eligible for the bonus.
• For procedural areas, nurses sent home on MCO will be provided with $250 if they work at least half of the scheduled shift. They may still receive already agreed upon ESP/VSP amounts if appropriate.
• Procedural areas will rarely have a need and will only declare a shift eligible if their overall staffing for the shift is experiencing a 20% deficit. If needs can be met by on-shift nurses regardless of the 20% staffing, it will not be bonus eligible
• For procedural areas, shifts are determined to be eligible if the overall shift will experience a total staffing deficit of 20% or more of their total max staffing. It is not intended to account for fluctuations of staffing within the shift (i.e. increase/decrease of patient census during the shift in which the number of needed nurses will increase/decrease but are able to safely care for patient care needs)

Misha Hernandez
Labor Relations Representative
Oregon Nurses Association

Robert Begg
Vice President, Human Resources
Asante

June 30, 2022

Date Signed

June 30, 2022

Date Signed