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 31, 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 ARRCM management. This will be in place until September 10, 2022 and evaluated at that time for an extension agreed upon by both parties.

DETAILS:
• $300 per day shift and $700 per night 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.

$500.00/ $250 for Procedural care (These areas may offer $500 for a full shift, or $250 bonus if at least half of the shift hours were worked. If a nurse is requests and voluntarily goes home during the second half of the shift, they will receive the $250 bonus. If a nurse is MCO’ed during the second half of the shift they will receive the full shift bonus)
• 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.

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

07/28/2022           07/28/2022
Date Signed           Date Signed