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 presented by the COVID-19 pandemic and for future consideration during other federal or state disasters or emergencies.

PRINCIPLES:

A. The parties share a mutual interest in assuring the health and safety of patients, clients, families, staff and the community.

B. Nurses and other healthcare workers are on the front lines in the delivery of essential health services to patients in need during times of crises.

AGREEMENT:

Effective 12/20/2020 Asante and the ONA are in agreement to add an additional Emergency Pay differential to RNs who agree to work during critical staffing shortages during an official designated State of Emergency. This agreement will be in place until February 27, 2021. If the State of Emergency is ended prior to February 27, the use of Emergency Pay will also end. If the State of Emergency is still in place after February 27, the parties may agree to extend this agreement past that date. The parties agree to the following:

1. Period of Emergency Pay Differential Use:

The Emergency Pay differential described below will only be used during periods when a state or federal disaster or emergency has been designated by the President of the United States or Governor of the State of Oregon.

2. Eligibility Criteria

   a. Emergency Pay differential will only be used when staffing levels are impacted by increased census and/or staffing call-offs that results in a critical shortage of nursing staff in a particular unit or service line – if ASI or CNI would be offered, the Emergency Pay Differential will be used instead.

   b. The shift will be qualified for Emergency Pay Differential at the time the critical staffing shortage is determined by management, which may be up to 7 days ahead of time.

   c. All other in-house resources will be exhausted, including all other incentives, and offering of the shift to agency staff.

   d. All regular full-time and part-time nurses are eligible based on the contract rules for ASI and CNI, working their scheduled FTE during the work week.
e. Flexible/on-call status nurses are eligible as long as they are in good standing and have met their commitments for scheduled shifts

3. **Differential Amount and Other pay practices**
   a. The amount of the Emergency Pay differential for nurses will be 40% of the step 8 rate to go into place April 2021. Currently the differential is $20.00/hr. The differential will increase throughout the course of the contract along with the changes to the step rates if this MOU is extended
   b. Emergency Pay differential will be paid in place of ASI or CNI for all shifts where ASI or CNI would have been offered during the period of this MOU.
   c. Emergency Pay will be paid in addition to overtime, double time, night shift and other similar differentials
   d. The differential can be over the entire shift, or for hours added to the beginning or after the end of a shift

4. **Use at other facilities:**

Nurses in the bargaining unit who have been asked to work at other Asante facilities based on emergency coverage will be eligible for emergency pay differential at those other facilities if the shift they are working has been identified as qualifying for emergency pay differential.

5. **Other Provisions**

The current rate that will apply is $20.00/hr.

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

As noted, this MOU will stay in effect until February 27, 2021, unless mutually agreed to extend at that time or cancelled because the State of Emergency has been ended.