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 the current ongoing high census at ARRMC as well as other Asante facilities.

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 August 15, 2021 Asante and the ONA are in agreement to add an additional Emergency Pay differential to RNs who agree to work during critical staffing shortages as designated by ARRMC management. The pay may be standard Emergency Shift Pay (ESP) or Volunteer Shift Pay (VSP) which will be paid at a higher rate. This agreement will be in place until November 6, 2021. If the current patient census remains and the staffing shortage is still in existence after November 6, 2021 the parties may agree to extend this agreement past that date. This replaces and supersedes the agreement in place dated June 20, 2021 that was set to end September 11, 2021. The parties agree to the following:

1. Period of Emergency Pay Differential Use:

The Emergency Pay differentials described below will be used for all shifts that would normally be offered as ASI/CNI until November 6, 2021.

2. Eligibility Criteria

a. Emergency Shift 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
f. Volunteer Shift Pay differential will be offered when a nurse volunteers more than 24 hours prior to the start of the shift to work the extra shift. The nurse must be the one to initiate the call to the staffing office to receive the VSP, not in response to a call or text from the staffing office asking for coverage.
g. Requirement to float for a ESP or VSP shift will follow the ONA contract and unit guidelines.
1. **Differential Amount and Other pay practices**
   a. The amount of the Emergency Shift Pay differential for nurses will be $37.00/hr.
   b. The Volunteer Shift Pay differential will be $5.00 more per hour than the ESP. Currently the differential is $42.00/hr.
   c. 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
   d. Emergency Pay will be paid in addition to overtime, double time, night shift and other similar differentials
   e. The differential can be over the entire shift, or for hours added to the beginning or after the end of a shift

2. **Use at other facilities or other job roles:**
   a. Nurses in the bargaining unit who have been asked to work at other Asante facilities based on emergency coverage will be eligible for the emergency pay differentials at those other facilities if the shift they are working has been identified as qualifying for emergency pay differential
   b. Nurses who are redeployed to roles outside of the typical nurse role, eg. CNA2, Monitor Tech etc. will be eligible for the Emergency Shift pay differentials when the shifts otherwise meet the ASI/CNI requirements.

3. **Other Provisions**

   The current ESP rate that will apply is $37.00/hr., current VSP rate is $42.00/hr.

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

   As noted, this MOU will stay in effect until November 6, 2021, unless mutually agreed to extend at that time or cancelled because the current critical staffing shortage has been ended.

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   Robert Begg/e-sign               Robert Begg

   Susan Bruce, RN                  Robert Begg
   Labor Relations Representative   Vice President, Human Resources
   Oregon Nurses Association

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   8/18/21                      August 18, 2021

   Date Signed                  Date Signed