Letter of Understanding

Covid Vaccination Agreement

PeaceHealth ("Employer") and the Oregon Nurses Association ("Association") agree that it is advantageous to both employee and patients’ health to have nurses receive the vaccine authorized for emergency use by the FDA which is being offered by the Employer.

The parties acknowledge that while these vaccines are considered safe, some individuals do experience side effects that may result in the individual needing to take time off of work. In very rare cases, individuals may have a reaction that can be serious enough to require hospitalization.

To encourage nurses to receive the vaccination, the Employer will pay the nurse at the nurse’s straight-time rate of pay for scheduled hours lost, for up to four shifts if the nurse experiences side effects as a result of the vaccination. The aforementioned four shifts of pay will be available for use over the course of the vaccination series through March 31, 2021 and will be provided retroactively to nurses who received the vaccine prior to the signing of this agreement.

PEACEHEALTH

By:_______________________

Date:_____________________

OREGON NURSES ASSOCIATION

By:___________________________

Date:_________________________