Letter of Understanding
SAGH and ONA
Critical Staffing Incentive Pay for ONA Nurses
Duration: 8/10/2021 – 10/24/2021

To recognize our staff for their extra time and effort during this period of critical staffing needs, SAGH will provide compensation to nurses at time and one-half (1 ½) their regular rate of pay plus twenty dollars ($20) per hour, plus all applicable differentials for that shift, for extra shifts worked as indicated below. This critical staffing incentive pay is a type of premium pay and mirrors compensation paid for extra weekend premium, providing it to extra weekday shifts as well.

Critical staffing incentive pay will apply to shifts scheduled for six (6) hours or more.

For nurses who hold an FTE, critical staffing incentive pay will apply to extra shifts worked beyond their regular FTE.

Per diem nurses who work shifts beyond the minimum contractual requirement of their departments, will be paid time and one-half (1 ½) their regular rate of pay plus twenty dollars ($20) per hour as critical staffing incentive pay and all applicable differentials for that shift.

Existing staffing practices still apply, including but not limited to: trades, planned and unplanned absences, MA/cut order, etc. Other types of premium pay will not pyramid on top of critical staffing incentive pay.

Melinda Papen, VP of Patient Care, Samaritan Albany General Hospital  
Date

Scott Russell, Director of Employee Relations, Samaritan Health Services  
Date

Gary Aguiar, Labor Relations Representative, Oregon Nurses Association  
Date