Memorandum of Agreement

Additional Risk Mitigating Precautions

Between Samaritan Albany General Hospital

And

Oregon Nurses Association (ONA)

The Memorandum of Agreement (Agreement) is hereby entered into between Albany General Hospital ("Hospital") and the Oregon Nurses Association ("Association"), collectively the "Parties".

The Oregon Nurses Association (hereinafter “the Association”) and Samaritan Albany General Hospital (hereinafter “the Hospital”) enter into the following Memorandum of Agreement. The parties share a mutual interest in assuring the health and safety of patients, client, families, staff and the community while mitigating potential exposure and illnesses to nursing staff from COVID-19. The parties agree that in the spirit of providing options and alternatives for Nurses who currently are working under religious and/or medical exemptions or exceptions the parties have mutually agreed to provide the following options and alternatives to meet the CMS requirements for the Nurses with exemptions or exceptions, employed at the Hospital:

Therefore, the parties do hereby agree that:

Testing or masking attestations shall be sent directly from Human Resources to the Nurse. This form must be completed and returned to Human Resources with the Nurses decision to either test or mask. If the Nurse would like to change their option, they must contact Human Resources to revise the attestation form. The nurse may change their selected option at their convenience only one (1) time.

Options:

Testing – Nurses with medical and/or religious exemptions or exceptions concerning the COVID-19 vaccine will be provided at home testing kits by the Hospital as long as supplies last and are viable. Nurses will test weekly and maintain a log identifying the date and results of test. Nurse will provide a log of test results to Human Resources and/or Employee Health upon request. Confidentiality will be
maintained throughout the process; testing log shall remain confidential between Human Resources and/or Employee Health and the Nurse. If required, testing log will be shared with regulatory agencies. In the event a Nurse tests positive, the nurse shall follow applicable reporting guidelines and isolation requirements per the Hospital’s policy. If supplies run out or expire and a nurse chooses to continue to test, the nurse will be responsible to locate other free testing options in the community. If they are unable to locate such testing, they may provide their own tests.

OR

Masking – Nurses will be provided with N95 masks to be worn at all times where masks are required. This does not replace the requirements for fit tested N95 use in patient care situations.

Managers will be notified if the nurse has selected the masking option.

Term: The parties agree to meet for a check-in prior to exhaustion of all testing kits. The Association will be notified if any modifications to current requirements are made. The Medical Center recognizes the Association retains its right to impact bargain any future changes. The parties are committed to ongoing communication in an effort to resolve issues that may arise.

For the Hospital,

Scott Russell, Director – Employee Relations

For ONA,

Gary Aguiar, Labor Representative, ONA

Chris Holden, AGH ONA President