Letter of Understanding

SHS and ONA

Critical Staffing Incentive Pay for ONA Nurses

Effective: 10/25/2021 – 7/3/22

To recognize our staff for their extra time and effort during this period of critical staffing needs, SHS will provide critical shift incentive 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 any extra shifts worked that requires nursing care unless approved by the Vice President of Patient Care (VPPC) as indicated below. Critical shift incentive pay will be applied to shifts picked up on or after the date overtime shifts open to home unit/department per the schedule of schedules.

Critical shift incentive pay will apply to shifts scheduled for four (4) hours or more and will be paid hour for hour. However, preference will be given the nurse who picks up the greatest number of hours for the posted shift. For unplanned hours missed, critical shift incentive will be deducted hour for hour.

For nurses who hold an FTE, critical shift incentive pay will apply to any extra shifts worked that requires nursing care unless approved by the VPPC beyond their regular FTE. For nurses with existing and approved job shares as of 9/21/2021, CSI pay will apply to qualifying CSI shifts above their job share FTE. This job share agreement only applies to this CSI agreement only and does not alter any other pay practices in the collective bargaining agreement. Existing per diem job share requirements remain in place. Per diem nurses who work any shifts that requires nursing care unless approved by the VPPC, beyond the minimum contractual requirement 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.

For extra weekend shifts picked up beyond their regular scheduled weekend between October 25, 2021 and July 3, 2022 will be paid time and one half (1 ½) their regular rate of pay plus forty dollars ($40) per hour premium and all applicable differentials for that shift.

Extra holiday shifts picked up between October 25, 2021 through July 3, 2022 will be paid at double time (2) their regular rate of pay plus forty dollars ($40) per hour premium and all applicable differentials for that shift.

Existing staffing practices per individual bargaining unit contracts 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.

Shifts that have been picked up for the schedule period starting 10/25/2021 for the length of this agreement shall be subject to this agreement and Nurses will be compensated appropriately.

ONA and SHS Management will meet to discuss and re-evaluate the need for this agreement on or about June 13, 2022.

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

Gary Aguiar, Labor Relations Representative, Oregon Nurses Association  
Date

Christina Carmichael, GSRMC ONA  
Date