Letter of Agreement

Between

Sacred Heart Medical Center and Oregon Nurses Association

Floating to Intensive Care Units (ICU) and Critical Care Covid Units

Sacred Heart Medical Center ("Medical Center") and the Oregon Nurses Association ("Association") agree to the following in regard to floating to the Intensive Care Unit and Critical Care Covid Units.

1. Require that all nurses be included in float rotation regardless of shift length.
   
   a. All nurses will be informed that they are qualified for premium pay for voluntarily working beyond their regularly scheduled shift.

   b. Nurses that typically work 8- or 10-hour shifts will be encouraged, but not required, to work a 12-hour shift when floated to cover a 12-hour shift in a critical care unit.

   c. The sending unit will notify the receiving unit of the volunteering RNs agreed upon hours at or before floating.

2. The Medical Center shall utilize the following process, for covering the last four hours of a 12-hour shift if an 8-hour or 10-hour shift nurse is floated:
   
   a. Sending unit will seek someone to send to cover the last 2 or 4 hours of the 12-hour shift.

   b. Sending unit will work with Staffing if they cannot find someone to send to cover the last 2 or 4 hours of the 12-hour shift.

   c. Sending unit will notify receiving unit of their ability to cover remaining hours as soon as possible.

3. Charge nurses/managers will solicit qualified volunteers who are generally willing to float ahead of time (before the immediate need to seek volunteers arises) and have that list available to draw from first when Staffing requests someone to float.

4. Nurses shall be floated according to the order specified in Article 8.10.1 of the collective bargaining agreement. However, the charge nurse of the sending unit may make an exception to the equitable system of rotation in order to maintain a safe skill mix on their unit.

5. No nurse shall be floated more than three shifts in a row, unless they agree to do so.

6. New grads with less than six months experience can be considered for floating as supplemental assist but only if their preceptor and the new grad have mutually agreed they are qualified, and the preceptor has signed off on their competency.
   
   a. Under these circumstances, the sending unit shall not document when a new grad is floated as a supplemental assist in the unit's floating tool. This is to
ensure that the unit charge nurses don't assume that the new grad is done with orientation and can be added to the routine float rotation.

7. The exceptions outlined in this letter of agreement apply only to floating to ICU/IMCU and other critical care covid units. All other floating will be in accordance with the contract.

8. This agreement will be in effect until January 10, 2022 or until crisis staffing is no longer, whichever occurs sooner.

9. This agreement can be extended by 30 days by mutual agreement of both parties.

Sacred Heart Medical Center

[Signature]

Date: 10-1-2021

Oregon Nurses Association

[Signature]

Date: 9/30/2021