LETTER OF AGREEMENT

Sky Lakes Medical Center (Employer) and the Oregon Nurses Association (ONA) hereby enter into the following Letter of Agreement in response to ongoing staffing concerns.

AGREEMENT

Effective upon October 1, 2022, Employer and the ONA agree to:

1) Wage Increase: Each nurse will receive $1 per hour added to their base wage. This will be in effect starting the first full pay period of October 2022.

2) Double Time for Extra Shifts: Double time for extra shifts beyond their normal scheduled shifts (0.9 and 0.6 status). Supplemental nurses will be required to work up to 0.6 to be eligible for double time shifts in that pay period.

3) Bonus for Extra Shifts: Extra shifts that are scheduled 14 days or more in advance will be paid a bonus of $150 for the shift (in addition to double time). Extra shifts that are scheduled 13 days or less in advance will be paid a bonus of $120 for the shift (in addition to double time).

4) Paid Time Off (PTO) Cap Extension: For nurses who reach the PTO cap, adjustments will be made to avoid the loss of PTO. It is the nurse’s responsibility to contact Human Resources if they are nearing the cap.

5) Core staff be offered any extra shifts before they can be offered to travelers. (Article 8, Section 3, paragraph J). The extras shift shall be offered through Kronos, email, text, or phone.

6) Termination: This Agreement shall remain in effect until December 31, 2022. This Agreement may be modified or extended only by mutual agreement of the parties. Either party shall serve written notice of its desire to modify or extend the Agreement not less than fourteen (14) days prior to its termination date.

Signed this day of ____________________
For Sky Lakes Medical Center

Ronald J. Woita, CNO, VP of Patient Cares Services

10/18/2022 | 12:45 PM PDT

For Oregon Nurses Association

Megan Romero, BU Chair

10/11/2022 | 12:55 PM PDT

Alan Caldwell, Director of Human Resources

10/17/2022 | 2:49 PM PDT

Gary Aguiar, Labor Rep

10/11/2022 | 12:38 PM PDT