Memorandum of Understanding
Filling of Shifts with Non-Bargaining Unit Employees

Saint Alphonsus Medical Center – Baker City (SAMC-BC) and the Oregon Nurses Association (ONA) agree that there are times when holes in the schedule may require coverage by a Manager or other employee who is not covered by the CBA (Collective Bargaining Unit.)

Both parties agree that coverage of shifts by non-CBA nurses should be as a last resort for urgent needs and that it may not be used to replace bargaining unit staff.

Should a shift need to be covered by a non-CBA nurse, the hospital manager or Clinical Coordinator will attempt to fill the shift with a qualified bargaining unit nurse who is oriented to the unit in which the need exists, utilizing incentive premiums as outlined in our CBA. Documentation of all attempts, including what incentive were offered will be kept and provided to ONA if requested within 14 days. If, after these good faith efforts are made, no coverage is available, the open shift may be covered with a non-CBA nurse.

OREGON NURSES ASSOCIATION

By: [Signature]
Title: Labor Relations Representative
Date: February 2, 2021

SAINT ALPHONSUS MEDICAL CENTER-
BAKER CITY

By: [Signature]
Title: President & CNO
Date: 2/3/2021