LETTER OF AGREEMENT

St. Anthony Hospital
&
Oregon Nurses Association
Retention Plan for Nurses

In recent weeks, competitors in our region have announced lucrative retention incentives disrupting our ability to retain nurses in our highly competitive market. In an effort to assure staffing stability for our community, SAH would like to implement a retention plan to assure stable staffing in our acute care nursing units.

Effective Date: April 1, 2022

Eligible nurses: Assigned to benefited nursing positions that provide direct patient care.

Retention Amount:

- FT status nurse (35 - 40 hrs/wk) - $20,000
- PT status nurse (24 - 34 hrs/wk) - $15,000
- Per-diem RNs who transfer into an open part-time or full-time status within 60 days will be eligible for $20,000 or $15,000 as described above, provided they maintain the FTE required.

Payout Structure:

25% - 90 days; 25% - 6 months; 25% - 18 months; 25% - 24 months. Bonus payments will be processed the first pay period following the above timeframes and subject to applicable taxes and deduction.

Nurses agree to remain in a benefited status position during the retention payout period. Unless through a layoff, if a nurse leaves their current benefited status within the first year of the bonus period, the nurse will be responsible for paying back any paid portion of the bonus. Unless through a layoff, if a nurse leaves their current benefited status position within the second year of the bonus period, the payback amount will be prorated based on the remaining time left in the bonus period. Extenuating circumstances will be evaluated on an individual basis.

Nurses may be able to transfer to different positions and/or shift within their unit if it would enhance the skill mix on the shift. Manager agreement is required to transfer. Exceptions to the above requirement may be made on a case by case basis and need of the organization. Manager and HR approval is required.

For the Hospital:  

Date: 3.31.21

For the Association:  

Date: March 31, 2022