Memo of Understanding
Difficult to Fill Shifts

The parties, St. Anthony Hospital and the Oregon Nurses Association, hereby agree to the following amendments to Appendix E ("Difficult to Fill Shift Premiums") of the parties' current CBA:

- First, the amount of the premium shall be increased from twenty ($20.00) per hour to twenty-five ($25.00) per hour;
- Second, the designation of a shift as "difficult to fill" shall only be applicable to shifts that are open when the final schedule is posted during each schedule cycle and that have not been filled within 120 hours of said shift start time.

All other terms of Appendix E remain unchanged. This agreement expires concurrently with the expiration of the CBA on December 31, 2023.

For the Hospital

[Signature]  
2/28/23

Thomas Hauer
St Anthony Hospital
Human Resources Director

For the Union

[Signature]  
2/28/23

Rhonda Kenny, RN
Labor Representative
Oregon Nurses Association