MEMORANDUM OF AGREEMENT

The Oregon Nurses Association (ONA) and Saint Anthony Hospital (STA) hereby enter into the following Memorandum of Agreement in response to ongoing staffing concerns presented by the COVID-19 pandemic and the current ongoing high census at STA as well as other facilities.

PRINCIPLES

A. The parties share a mutual interest in assuring the health and safety of patients, clients, families, staff and the community.

B. Nurses and other healthcare workers are on the front lines in the delivery of essential health services to patients in need during times of crises.

AGREEMENT

Effective October 17, 2021 STA and the ONA agree to add additional pay differentials to RNs who agree to work above their scheduled FTE during critical staffing shortages as designated by STA management. The pay may be Tier 1 differential or Tier 2 differential which will be paid at a higher rate. This agreement will be in place until December 31, 2021. If the current patient census remains and the staffing shortage is still in existence after December 31, 2021 the parties may agree to extend this agreement past that date. All other provisions of the CBA will remain in effect.

Period of Tier 1 and Tier 2 Differential Use

Tier 1 and Tier 2 differentials described below will be used for all shifts that would normally be offered as Difficult to Fill (DTF) until December 31, 2021.

Eligibility Criteria

a. Tier 1 differential will only be used when staffing levels are impacted by increased census and/or staffing call-offs that results in a critical shortage of nursing staff in a
particular unit or service line -- if DTF would be offered, the Tier 1 differential will be used instead.

b. The shift will be qualified for Tier 1 differential at the time the critical staffing shortage is determined by management, which may be up to 7 days ahead of time.

c. All other in-house resources will be exhausted, including all other incentives, and offering of the shift to agency staff.

d. All regular full-time and part-time nurses are eligible based on the contract rules for DTF, working their scheduled FTE during the work week.

e. Per Diem nurses are eligible as long as they are in good standing and have met their commitments for scheduled shifts.

f. Tier 2 differential will be offered when a nurse volunteers more than 48 hours prior to the start of the shift to work the extra shift. The nurse must be the one to initiate the call to the staffing office to receive the Tier 2 differential, not in response to a call or text from the staffing office asking for coverage.

g. Requirement to float for a Tier 1 or Tier 2 eligible shift will follow the ONA contract and unit guidelines.

**Differential Amount and Other pay practices**

a. Tier 1 differential will be $35.00/hr.; Tier 2 differential will be $40.00/hr.

b. Tier 1 differential will be paid in place of DTF pay for all shifts where DTF would have been offered during the period of this MOU.

c. Tier 1 differential will be paid in addition to overtime, double time, night shift and other similar differentials.
d. The differential can be over the entire shift, or for hours added to the beginning or after the end of a shift.

**Duration**

This agreement shall be effective October 17, 2021 and shall continue through December 31, 2021 and may be extended thereafter by mutual agreement.

**UNION:**

[Signature]  
ONA Labor Representative  
10/01/2021  
Date

**EMPLOYER:**

[Signature]  
HR Representative  
[Date]