MEMORANDUM OF UNDERSTANDING

2021 3% Wage Increase

This Memorandum of Understanding is hereby entered into between Tuality Community Hospital ("Hospital") and the Oregon Nurses Association (Union), collectively the "Parties." The Parties acknowledge that it is in their mutual best interest to ensure the effective recruitment and retention of nurses. Appendix A, Section A.2 of the Parties' collective bargaining agreement calls for a 3% pay increase to occur on the first full pay period after July 1, 2021. The Parties agree that this pay increase would be more effective to recruit and retain nurses if it was issued sooner. Accordingly, the Parties agree that instead of the first full pay period after July 1, 2021, the 3% pay increase shall be effective February 28, 2021.

For Oregon Nurses Association By: For Tuality Community Hospital By:

Jocelyn Pitman, Labor Kelley Frengle, VP of HR
Name, Title

Signature

2/24/21
Date

Signature

2/24/21
Date