

MEMORANDUM OF UNDERSTANDING (MOU)

Temporary Staffing Incentives

This Memorandum of Understanding (MOU) is hereby entered into between Tuality Community Hospital ("Hospital") and the Oregon Nurses Association ("Association"), collectively the "Parties."

In an effort to meet the short-term staffing needs of the Hospital, the following incentives and actions will be available to nurses in represented units based on operational need as articulated in this MOU.

Day Shift Nurse Moving to Night Shift

Nurses that work a normal day or variable shift schedule who request and are approved by their department Director and/or CNO to move to a vacant night shift position (.9 FTE and above) for a 13 week assignment will receive a lump sum bonus of \$5,000 following the conclusion of the assignment. The nurse must be available to work a total of a 13 week assignment and not take any paid time off in addition to low census and that which was approved prior to the assignment period. (Example: If the represented nurse accepts a 13 week assignment and has 3 prescheduled PLH days, their assignment would be 14 weeks when that PLH is taken into consideration.)

Nurses Working Full-Time Incentives

Nurses working .6 FTE or below (including per diem nurses) who request and are approved by their department Director and/or CNO to increase to full-time (.9 FTE and above) for a 6 or 13 week assignment will receive a lump sum bonus of \$5,000 (13 week) or \$2,000 (6 week) following the conclusion of the assignment. Nurses can request to extend their 6 or 13 week assignments in 6 week or 13 week increments no later than 2 weeks before the end of their assignment. If approved, the same pro-rated lump sum incentive amounts will be applied to each additional 6 or 13 week assignment that is approved and completed. The nurse must be available to work a total of a 6 or 13 week assignment and not take any paid time off in addition to low census and that which was approved prior to the assignment period. (Example: If the represented nurse accepts a 13 week assignment and has 3 prescheduled PLH days, their assignment would be 14 weeks when that PLH is taken into consideration.)

Modification to Short Notice Shift Incentive

In the joint interest of filling open and available staff RN shifts, Appendix A, Section P, paragraph 5 shall be waived if a staff RN maintains either a full or part time status.

Retention Bonuses

All current ONA represented full-time (.9 FTE and above) and part time nurses (.6 FTE - .89 FTE) employed at HMC upon signing of this MOU, will be eligible for a bonus, upon completion of employment within their current position (maintain same department and FTE status unless waived due to hospital needs by the CNO with such approval given prior to the nurse accepting the transfer) through January 31, 2022. Full time nurses will be eligible for a \$5000 bonus while part time nurses will be eligible for a \$3000 bonus. Bonus will be payable no later than February 4, 2022. ONA represented nurses who have received a sign-on bonus will not be eligible to receive a retention bonus.

Furthermore, to address mid-term staffing concerns, HMC agrees to discuss future retention bonuses with ONA and make decisions based on data, namely turnover, vacancy rate and time to fill positions.

Both parties recognize that the Hospital may provide new hires with additional compensation or other items of material value in instances where additional recruitment incentives are deemed warranted in the Hospital's discretion. The Hospital may also provide referral bonuses to nurses. The Association will be notified of the offering of any recruitment or referral incentives.

This incentive MOU is non-precedent setting and will begin on the first of the pay period following execution and remain in effect through June 30, 2022, when it will expire of its own accord. For the duration of the MOU, both Hospital and Association are committed to maintaining open communication to problem solve as issues arise.

Tuality Community Hospital

Oregon Nurses Association

By: Jennifer Packer
(Printed Name)

By: Jocelyn Pitman
(Printed Name)

Jennifer Packer
(Signature)

Jocelyn Pitman
(Signature)

Date: 8/6/21

Date: August 5, 2021