TOPS SCHEDULING 19 MOU

The Oregon Nurses Association (hereafter “Association”) and Tuality Community Hospital (hereafter “Hospital”) hereby enter into the following one-time, non-precedent-setting Memorandum of Understanding for the represented nurses in the TOPS OR and Pre-Post unit.

Background:

The Association and the Hospital recognize that our shared interest is in returning the TOPs OR and Pre-Post patient volumes as quickly as possible following the closure of the unit due to the COVID19 pandemic. As part of that re-growth, the TOPS OR and TOPS Pre-Post unit will be open for patient care Mondays – Thursdays; it was previously open Mondays – Fridays. This change in patient volume and schedules will impact the schedule of nurses.

The following memorandum between the Hospital and the Association covers scheduling changes of impacted RNs through the reopening phase during/following the 2020 COVID 19 Pandemic.

Section 1: Shift Length/ Days

The parties recognize that nurses in the TOPS unit were hired into variable shifts/days.

In this situation, impacted Nurses, those working full-time five (5) days/week, will be given an option to work four (4) 10-hour shifts with a 10/40 overtime assignment. If they opt not to take this schedule, they can maintain their current five (5) days/week schedule, however they may be low-censused every Friday if not needed to float into another department.

Nurses who work per diem must continue to be available to work three open shifts per month (an open shift is a shift that isn't filled by a regular nurse).

The six-week schedule process shall continue the A, B, C, D rotation.

Section 2: Scheduling Practices

I. Overtime

Overtime shall be paid according to the contract language in the most recently expired collective bargaining agreement until a successor agreement is ratified, at which point the language of the ratified agreement shall apply.
II. Individual Arrangements

Individual employees may enter into a contract that waives their right to overtime for a forty-hour workweek and moves to an eight-eighty (8/80) schedule pattern for the duration of the MOU.

Such agreements may only occur upon the employee’s request and can be canceled upon the notification by the employee at least two weeks prior to the next schedule’s posting.

Any nurse who elects not to alter their current shift duration shall commit to being low-censused up to the maximum permitted or floating into another department during Friday shifts.

Section 3: Review & Termination

Each party agrees to the terms contained in this agreement. This agreement will remain in effect until the TOPS OR and TOPS Pre/Post units resume pre-COVID patient scheduling practices.

Tuality Community Hospital

By: Kelley Frengie
(Printed Name)

(Signature)

Date: 4/8/20

Oregon Nurses Association

By: Sarahi Soto-Talavera
(Printed Name)

(Signature)

Date: 07/07/2020