MEMORANDUM OF UNDERSTANDING (MOU)

Temporary Staffing Incentives

This Memorandum of Understanding (MOU) is hereby entered into between OHSU Hillsboro Medical Center 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 participating units based on operational need as articulated in this MOU, as determined by the Hospital.

Day Shift Nurse Moving to Night Shift
Nurses determined by the Hospital 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 and work the entirety of the 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.) and not have any planned or pre-approved leave of absence or vacation during the assignment period.

Nurses Working Full-Time Incentives
Nurses determined by the Hospital that work .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 for the entirety of each week assignment and not take any paid time off in addition to low census and to 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.) and not have any planned or pre-approved leave of absence or vacation during the assignment period.

**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) nurses and part time nurses (.6 FTE - .89 FTE). (.9 FTE and above) working in the Operating Room, Outpatient Surgery, Emergency Department, and other units as determined by the Hospital, will be eligible to request and be approved for a $5000 retention bonus, upon completion of a signed retention agreement employment within their current position (maintain same department and FTE status unless waived due to hospital needs by their new/future department Director and/or CNO with such approval given prior to the nurse accepting the transfer) through January 15, 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. Eligible nurses will agree that they will not voluntarily end their employment with the hospital prior to December 31, 2021 the completion of 24 consecutive months of service from the date of the signed retention letter. If they do, they agree to repay the bonus, including through payroll or final paycheck deduction, in accordance with applicable law. The bonus is not available to nurses working less than .9 FTE.

Furthermore, to address mid-term staffing concerns, current ONA represented full-time (.9 FTE and above) and part time nurses (.6 FTE - .89 FTE), will be eligible for an additional bonus, upon completion of employment within their current position (maintain same department and FTE status unless waived due to hospital...
needs by their new/future department Director and/or CNO with such approval given prior to the nurse accepting the transfer) for employment between February 1, 2022- June 30, 2022. Full time nurses will be eligible for a $4000 bonus while part time nurses will be eligible for a $2500 bonus. Bonus will be payable to later than July 8, 2022.

Both parties recognize that the hospital may provide both current and new hires items of additional compensation or other items of material value in instances where additional recruitment incentives are deemed warranted by either/or Article 3 and Appendix A Paragraph J of the current CBA. Furthermore, to address mid-term staffing concerns, ONA full time (.9 FTE and above) nurses will be eligible for a $5000 bonus and ONA part time (.6 FTE to .89 FTE) nurses will be eligible for a $3350 bonus for working between January 1, 2022- June 30, 2022. This bonus will be subject to the same terms as the previous paragraph.

Participation in any of the incentives require approval in the discretion of Hospital management and will be considered on a first come, first serve basis.

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. October 31, 2021 when it will expire of its own accord, subject to the right of the Hospital to modify or earlier terminate the MOU upon providing fourteen (14) days advance notice to the Association. For the duration of the MOU, both Hospital and Association are committed to maintaining open communication to problem solve as issues arise.

OHSU Hillsboro Medical Center

Tuality Community Hospital

By: ____________________________  By: ____________________________

(Printed Name)  (Printed Name)

____________________________  ______________________________

(Signature)  (Signature)

Date: _________________________  Date: _________________________