

MEMORANDUM OF UNDERSTANDING

RN ECMO SPECIALIST PILOT PROGRAM

This Memorandum of Understanding ("MOU") is entered into by the Ohio Nurses Association, Ohio State University Nurses Organization ("OSUNO") and the Ohio State University Wexner Medical Center ("Employer"). The purpose of this MOU is to support the growth of the ECMO program by the Ross Heart Hospital piloting a program to expand the role of ECMO Specialist to qualified critical care RNs.

By executing this agreement, the parties agree that:

1. As a result of increased volume of ECMO patients and the challenges that presents to current qualified staff, the Hospitals plan to pilot a program to expand the trained staff members who would be resources for ECMO patients and able to train staff.
2. The requirements for the RN ECMO Specialist role are:
 - a. 2 years as level 3 CVICU RN;
 - b. Successful completion of an ELSO Sponsored Course; and
 - c. Ongoing education and maintenance of competencies.
3. The CVICU management will schedule RN ECMO Specialist shifts determined by ECMO volumes. The number of shifts that the RN ECMO Specialist will work will be dependent on the ECMO volume and ICU census, however the minimum will be 1 shift per month. The Hospital shall post day and night opportunities, and the RN ECMO Specialists are not subject to on-call requirements.
4. While working in the RN ECMO Specialist role, the Critical Care RN will be considered in an ECMO assignment while performing the duties of an RN ECMO Specialist and will be paid according to a temporary ECMO differential of \$7.00 (seven dollars) to be in place during the term of this MOU. When not in the RN ECMO Specialist role, the Critical Care RN will serve in a Critical Care role on 4 Ross.
5. CVICU management will determine the number of critical care RNs trained in the program. In assigning opportunities, if there are two candidates with equal clinical and leadership skills, the opportunity will be given to the more senior nurse. The Ross Heart Hospital will choose an ELSO Sponsored Course and will pay for any assigned critical care RNs to attend during the term of this MOU. The course to be utilized will be determined by CVICU management. Any additional opportunities beyond the initial MOU reimbursements will be determined by management and based on volume, programmatic and clinical need.
6. In the event that there is only one (1) trained ECMO specialist on shift for the role (and ECMO patients on the unit) the trained ECMO specialist nurse would not be required to float. In turn, the trained ECMO specialist would not be eligible to be cancelled or take VBT if there were ECMO patients to be cared for.
7. This MOU is intended solely to outline the current framework for ECMO-related work and does not serve as a precedent or guarantee for how future roles, titles, or compensation will be determined. Any future creation or adjustments to roles, titles, or pay structures related to ECMO work will be subject to formal decision-making processes by the appropriate Hospital

leadership. This MOU does not create binding obligations regarding future employment terms or entitlements.

8. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed here in. This agreement supersedes any previous agreements made by the parties and will remain in effect until July 1, 2026, or until otherwise modified by mutual agreement between the parties. The parties agree to meet and discuss the application of this MOU and any possibility of extending or modifying the MOU, including wages, between 30 and 60 days prior to the expiration of the MOU.

This Agreement is entered into and signed this _____ day of _____ 2025.

Signatures:

The Ohio Nurses Association

DATE

The Ohio State University Nurses Organization

DATE

The Ohio State University

DATE