

**Memorandum of Understanding
2019 Staff Performance Bonus Program**

This Memorandum of Understanding (hereafter referred to as "MOU") is entered into by the Ohio Nurses Association and The Ohio State University Wexner Medical Center (hereafter referred to as "Employer"). The purpose of this is to provide a one-time \$300 staff performance bonus to eligible Ohio State University Nurses Organization (hereafter referred to as "OSUNO") bargaining unit members.

By executing this document, the parties agree that:

1. On November 22, 2019, eligible OSUNO bargaining unit members, who work in the Medical Center, will receive a one-time lump sum bonus of \$300, less applicable withholdings, in their regular pay check.
2. Internal Resource Pool nurses, nurses in temporary appointments, and nurses with a full time equivalency (FTE) of .1 or less are not eligible for the bonus.
3. To be eligible for the bonus, bargaining unit members must have at least an overall "achieves" score on their most recent P3 evaluation.
4. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed herein.
5. This MOU supersedes any previous agreements executed by the parties regarding this subject.
6. This MOU does not establish a precedent for how similar matters will be addressed in the future.

This Agreement is entered into and signed this 14th day of November, 2019.

Signatures




The Ohio State University Nurses Organization

11/14/2019
DATE



The Ohio Nurses Association

11/14/2019
DATE


The Ohio State University

11/15/19
DATE