

Memorandum of Understanding Holiday Staffing Incentive Program

This Memorandum of Understanding (hereafter referred to as "MOU") is entered into by the Ohio Nurses Association (hereafter referred to as "OSUNO") and The Ohio State University Wexner Medical Center (hereafter referred to as "Employer"). The purpose of this is to provide additional staffing incentives in Medical-Surgical, Progressive Care, Critical Care, and Emergency Department units during the coming holiday season.

By executing this document, the parties agree that:

1. Effective upon execution of this MOU and continuing until January 2, 2021, there will be additional opportunities posted within the hospital's float pool that will be offered to any unit-based nurse and resource pool-based nurse with the appropriate competency.
2. Opportunities for these incentives will be posted within the Float Pool and will be granted on the basis of Hospital seniority as defined in Article 16.
3. The number of opportunities posted will be based on global hospital staffing needs.
4. The Administrative Nursing Supervisor will allocate the nurses from this Holiday Staffing Incentive pool to the unit(s) with the greatest needs (within the nurse's competency).
5. Nurses who pick up these shifts must work on any unit within their competency. Nurses must be competent to take a full assignment. For example: A nurse who picks up a Medical Surgical opportunity can be placed on any unit to care for Medical Surgical patients. Assigning nursing units under this agreement will be among those in the nurse's home business unit (James or UH). Exceptions are allowed if mutually agreed to by the nurse and the Hospitals. Nurses who normally work in higher level of care areas (ICU, PCU) can voluntarily pick-up shifts in lower level of care areas (PCU/MS) if competent. Nurses will not be forced to float outside of their normal level of care.
6. The Nurse will receive \$185 total (less applicable withholdings) for every four (4) hour holiday staffing incentive block worked. This rate is inclusive of the \$2.50 per hour float differential provided for in Article 14 Section 8.
7. Nurses in the Holiday Staffing Incentive Program will be cancelled prior to other extra hours (excluding mandation) in the following order:
 - a. Voluntary time off will be offered in order of seniority to nurses in Holiday Staffing Incentive Program hours as noted on the schedule for that day.
 - b. Cancellation of IRP nurses in Holiday Staffing Incentive Program hours in order of inverse IRP seniority.
 - c. Cancellation of Holiday Staffing Incentive Program hours for regular nurses in inverse order of seniority. In the event a nurse in extra hours is already at work

and is sent home, the nurse will not be required to return to work. For nurses who have not yet reported to work, if cancellation of extra hours does not occur at least one and one-half (1 ½) hours prior to the start of the extra hours, the nurse will be paid two (2) hours of pay at the nurse's applicable rate.

8. Notwithstanding Appendix D of the 2019-2022 Collective Bargaining Agreement between the Union and the Employer, IRP nurses are eligible to pick up assignments designated as holiday staffing incentive pay and would be eligible for the holiday staffing incentive pay after they are scheduled for their 16 hours per 4-week period per contract. Cancellation by the hospitals of the regularly scheduled IRP hours would not disqualify them from receiving the bonus.
9. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed herein.
10. This MOU supersedes any previous agreements executed by the parties regarding this subject.
11. 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 22nd day of December 2020.

Signatures



12/22/2020

The Ohio Nurses Association

DATE



12/22/20

The Ohio State University

DATE