

**Memorandum of Understanding
Temporary Modification of Patient Demand Incentive 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.

By executing this document, the parties agree that:

1. Notwithstanding the parties' respective interpretations of the Agreement, until March 28, 2020, bargaining unit employees who are on any form of approved leave (including but not limited to benefit time) in lieu of regular hours shall be eligible to receive incentive pay under section 2c of the Patient Demand Incentive Program MOU.
2. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed herein.
3. This MOU is non-precedent setting, and supersedes any previous agreements executed by the parties regarding this subject.
4. This MOU may be extended by mutual agreement of the parties.

This Agreement is entered into and signed this 13th day of March, 2020.

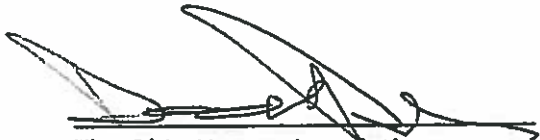
Signatures



The Ohio State University Nurses Organization

March 13, 2020

DATE



The Ohio Nurses Association

March 13, 2020

DATE



The Ohio State University

DATE

3/19/2020