

**MEMORANDUM OF UNDERSTANDING  
VACATION SCHEDULING**

This Memorandum of Understanding (hereafter referred to as "MOU") is entered into by the Ohio Nurses Association ("ONA") and The Ohio State University Wexner Medical Center ("OSU"). The purpose of this MOU is to amend the vacation scheduling process in the collective bargaining agreement between the parties (hereinafter "Agreement") pursuant to the Side Letter on Vacation Scheduling and details of the trial below.

By executing this document, the parties agree that:

1. As prescribed in the Side Letter on Vacation Scheduling within the Agreement, the Vacation Scheduling Taskforce Committee was established. The Committee began meeting in July 2020.
2. On October 6, 2020, all parties signed an MOU (attached) to replace the vacation scheduling process outlined in Article 20, Section 5A and Section 5B, to be effective January 1, 2021.
3. After trialing the new process for several months, a survey was distributed in May 2021 to management and nurses. Based on the survey, the parties agree to return to the pre-trial vacation request and approval process with the following exceptions:
  - a. All requests for scheduled time off shall include the first day through last day of the vacation request and the total hours of benefit time requested.
  - b. Under Article 20, Section 5 there shall be no "five (5) consecutive days" requirement.
4. Vacation requests made as part of the trial shall be honored.
5. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed herein.
6. This MOU supersedes any previous agreements executed by the parties regarding this subject.
7. This MOU does not establish a precedent for how similar matters will be addressed in the future.
8. This MOU will remain in effect until July 1, 2022, unless an extension is mutually agreed to by the parties prior to expiration.

This Agreement is entered into and signed this 2<sup>nd</sup> day of August, 2021.

Signatures

  
\_\_\_\_\_  
The Ohio State University Nurses Organization

8/2/21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
The Ohio Nurses Association

8/4/21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
The Ohio State University

8/4/21  
\_\_\_\_\_  
Date