

## **Memorandum of Understanding January 2021 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 and flexibility in nursing areas for the month of January 2021.

By executing this document, the parties agree that:

1. Effective upon execution of this MOU and continuing until January 30, 2021, January 2021 (JAN21) Staffing Schedule Build and JAN21 Staffing In-the-Moment opportunities posted will be eligible for a separate bonus rate if the nurse is willing to float anywhere within their business unit.
2. Opportunities will be offered to any unit-based nurse and resource pool-based nurse with the appropriate competency and will be granted on the basis of Hospital seniority as defined in Article 16. "JAN21 Staffing Schedule Build" shifts will be posted for the period between 7pm Friday January 8<sup>th</sup> through 7pm January 30<sup>th</sup>. Opportunities posted January 8, 2021 7pm through Monday January 11, 2021 11pm will be eligible for the JAN21 Staffing Schedule Build shift bonus rates. Requests for JAN21 Staffing Schedule Build opportunities dated January 11, 2021 11pm and after must be submitted by the nurse by 9am January 11, 2021. Final approvals will be made no later than 4pm January 11, 2021. All regular Schedule Build IP shifts, not yet worked by January 8<sup>th</sup> 7pm are eligible to be converted to JAN21 Staffing Schedule Build with agreement from the nurse. Regular Schedule Build or In-The-Moment the Patient Demand Incentive Program rates will apply to any nurse not flexible to float.
3. The number of opportunities posted will be based on global hospital staffing needs.
4. The Nurse will receive:
  - a. \$160 total (less applicable withholdings) for every four (4) hour JAN21 Staffing Schedule Build incentive block worked. Available for sign up at the unit level.
  - b. \$135 total (less applicable withholdings) for every four (4) hour JAN21 Staffing In-the-Moment incentive block worked. In-The Moment opportunities will be posted by the staffing office.
  - c. Both JAN21 Staffing Schedule Build and JAN21 Staffing In-the-Moment rates are inclusive of the \$2.50 per hour float differential provided for in Article 14 Section 8.
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/UH/Ross/Harding). 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. Nurses in the JAN21 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 JAN21 Staffing Incentive Program hours as noted on the schedule for that day.
  - b. Cancellation of IRP nurses in JAN21 Staffing Incentive Program hours in order of inverse IRP seniority.
  - c. Cancellation of JAN21 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.
7. 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 JAN21 Staffing incentive pay and would be eligible for the JAN21 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.
8. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed herein.
9. This MOU supersedes any previous agreements executed by the parties regarding this subject.
10. This MOU does not establish a precedent for how similar matters will be addressed in the future.
11. The parties agree to meet and discuss the performance of the program and intentions about extending the program by mutual agreement no later than January 22, 2021

This Agreement is entered into and signed this 8<sup>th</sup> day of January 2021.

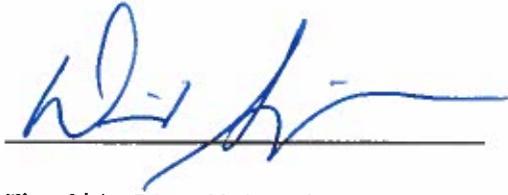
Signatures



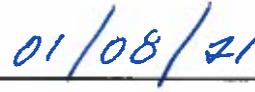
1/8/2021

The Ohio Nurses Association

DATE

A handwritten signature in blue ink, consisting of a large initial 'W' followed by a surname, written over a horizontal line.

The Ohio State University

A handwritten date in blue ink, '01/08/21', written over a horizontal line.

DATE

