

Memorandum of Understanding Patient Demand Incentive Program

This Memorandum of Understanding (hereafter referred to as "MOU") is entered into by the Ohio Nurses Association (hereafter referred to as "ONA") and The Ohio State University Wexner Medical Center (hereafter referred to as "Employer"). The purpose of this MOU is to amend the Patient Demand Incentive Program contained in the Parties 2019-2022 Collective Bargaining Agreement (hereafter referred to as "CBA").

By executing this document, the Parties agree that:

1. Notwithstanding Section 2 (h) of the Patient Demand Incentive Program provided for in the CBA, the Schedule Build provision of the Program will remain in full force and effect until July 1, 2022. As such, the arbitration provisions in this section are unnecessary and will not be pursued by either party.
2. The Parties will continue to meet monthly starting no later than two weeks after the effective date of the agreement to address outstanding grievances and possible errors in cancellation on a case-by-case basis in consideration of the administration of certain provisions of the Program.
3. In order to resolve outstanding and future grievances with regard to the implementation of the program, the following shall apply ("complement" below is intended to stand in the place of "compliment" as misspelled in the MOU included in the CBA) :
 - a. A nurse who calls off regular hours shall not be eligible for incentive pay for hours equal to the number of regular hours called off. (For example, a nurse who works 16 hours of incentive pay but calls off 8 regular hours shall forfeit 8 hours of incentive pay.)
 - b. Pre-scheduled FMLA or pre-scheduled sick leave submitted prior to the closure of a given scheduling period shall count towards meeting a nurse's FTE complement under Section 2c of the Patient Demand Incentive Program MOU.
 - c. Approved bereavement, jury duty, military leave, workers' compensation, and leave associated with a documented workplace injury shall count towards meeting a nurse's FTE complement under Section 2c of the Patient Demand Incentive Program MOU.
 - d. Hours not worked at the direction of the employer related to an infectious disease exposure at work that requires quarantine shall count towards meeting a nurse's FTE complement under Section 2c of the Patient Demand Incentive Program MOU.
4. This MOU comprises the full and complete agreement between the parties with respect to the matters addressed herein.

5. This MOU does not establish a precedent for how similar matters will be addressed in the future.

6. This MOU will remain in effect until July 1, 2022.

This Agreement is entered into and signed this 6th day of January 2021.

Signatures



The Ohio Nurses Association

12/18/2020

DATE



The Ohio State University Nurses Organization

12/30/2020

DATE



The Ohio State University

01/06/21

DATE