

LETTER OF UNDERSTANDING
Imaging Services Limited Duration Schedule Stability Program

This Agreement is made between PeaceHealth Sacred Heart Medical Center ("Employer") and OFNHP, Local 5017, AFT, ("Union").

To address the current temporary staffing shortage in Imaging Services at Sacred Heart Medical Center, the parties agree to a temporary shift incentive to Imaging Technologists (Technologists) that work extra shifts. The availability of incentive pay will be determined at the sole discretion of the Employer and communicated to these Technologists through Everbridge, or whatever specific communication method used in the department, as soon as possible after the use of incentive pay has been approved.

The parties recognize rest is important for providing optimal patient care, and as such, incentive shifts should be compliant with contract provisions such as avoiding short rest.

Incentive for extra shift

Technologists will receive a flat rate incentive per shift, when the shift has been designated as eligible.

Shift Length	Incentive
4-hour	\$125
8-hour	\$250
10-hour	\$312.50
12-hour	\$375

Eligibility

- Technologists with a scheduled FTE will be eligible for shifts that are worked above their scheduled FTE.
- Per Diem Technologists will be eligible once they have worked four (4) shifts in the pay period for which they work a designated incentive shift.
- Technologists must work their scheduled FTE, in addition to the extra shifts, to be eligible to receive the incentive pay.
- Pre-approved PTO counts towards the obligations under the incentive program.
- If mandatorily low censused, it will not impact incentive eligibility.
- If volunteer to low census for an incentive shift, they will not be eligible to receive the incentive for that shift.

Extra shifts will be paid out during the applicable pay period. Technologists should work with their managers to code their time appropriately.

This LOU supersedes the current MOU for incentive shifts. The two programs cannot be combined.

This agreement is temporary, non-precedent setting, and will be in place the first full pay period following agreement and until -October 7, 2023, with re-evaluation at that time. The agreement may be extended by mutual agreement of both parties.

PeaceHealth (Employer)

Signature: _____ Date: 8/18/2023

Printed Name: Justin Thomas

OFNHP (Union)

Signature: _____ Date: 8/18/2023

Printed Name: Jonathon Baker, OFNHP President