

**LETTER OF UNDERSTANDING**  
Cath Lab Tech and Nurses On-Call Incentive

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

To address the current temporary staffing shortage in the Cath Lab at Sacred Heart Medical Center, the parties agree to a temporary Cath Lab Tech On-Call incentive to Cath Lab Techs and Nurses that pick up additional call shifts. The availability of incentive pay will be determined at the sole discretion of the Employer and communicated through whatever specific communication method used in the department, as soon as possible after the use 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.

**Eligibility:**

- Cath Lab Techs that pick up an additional call shift will receive \$175.00 for a 13.5-hour shift
- Cath Lab Techs that pick up an additional weekend call shift outside their regular call shift will receive \$250.00 per 24-hour weekend shift.

**Process:**

- Techs will be assigned their standard amount of call (1 weeknight per week and 1 weekend per cycle, approximately 115 hours total).
- Call shifts without coverage will be incentivized and Techs will have first choice of these extra shifts.
- Incentivized Shifts left without coverage (after the Techs have selected the incentivized shifts they are willing to cover) will then be offered to RN's, on a voluntary basis, to be picked up.
- If there are still incentivized shifts needing coverage, they will be assigned to Techs by the Lead Tech or Manager in a fair and equitable process to ensure all call shifts are covered.

Additional call shifts will be paid out at the end of the 4-week period starting 02/12/2023. Cath Lab Techs and Nurses should work with their managers to code their time appropriately.

This agreement is temporary, non-precedent setting, and will be in place starting 02/12/2023 through 10/21/2023, with re-evaluation at least fifteen (15) days prior to agreement sunset. The agreement may be extended by mutual agreement of all parties.


PeaceHealth (Employer)

Signature: 


Date: 8/10/2023

Printed Name: Justin Thomas

OFNHP (Union)

Signature:   
Printed Name: Jonathan Baker

Date: 8.8.23

ONA (Union)  
Signature:  , LR  
Printed Name: Tizac Arenas, LR

Date: 8/10/23