

LETTER OF UNDERSTANDING
Respiratory Therapy 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/increased acuity in Respiratory Care at Sacred Heart Medical Center, the parties agree to a temporary shift incentive to Respiratory Care Providers (RCPs) including leads that work extra shifts- The availability of incentive pay will be determined at the sole discretion of the Employer and communicated to RCPs 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.

RCPs 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

- RCPs with a scheduled FTE will be eligible for shifts that are worked above their scheduled FTE.
- Per Diem RCPs will be eligible once they have worked 32 hours in the pay period for which they work a designated incentive shift.
- e RCPs must work their scheduled FTE, in addition to the extra shifts, to be eligible to receive the incentive pay.
- D 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. RCPs 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 after agreement is signed and until August 23, 2025, with re-evaluation at that time. The agreement may be extended by mutual

agreement of both parties.

th (Employer)

ime: Justin Thomas

hion)

Date: 3/25/25

PeaceHealth (Employ
Signature•

Printed Name

OFNHP (Union)

Signature•

Date:

Printed Name:

 3/25/25
Susan Barker OFNHP Chair

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