

MEMORANDUM OF AGREEMENT

Between

ST. CHARLES MEDICAL CENTER-BEND

And

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

This Memorandum of Agreement is hereby entered into between St. Charles Medical Center-Bend ("the Hospital") and the Oregon Federation of Nurses and Health Professionals ("OFNHP") regarding the calculation of shift differentials.

This Memorandum of Agreement resolves the OFNHP February 22, 2022 grievance related to Article 8.8.1, Shift Differential, in its entirety. Specifically, OFNHP contends that shift differentials should be paid based on each hour worked; the Hospital contends that shift differentials should be paid in accordance with Hospital policy based on the majority of hours worked.

The parties have agreed that this Memorandum of Agreement will govern the interpretation of the current contract language on the calculation of shift differential in Article 8.8.1, beginning with the first full pay period following execution of this Memorandum of Agreement, the Hospital will begin to pay OFNHP represented caregivers shift differential based on their hours worked during the contractually defined evening and night shift. OFNHP expressly agrees that it will withdraw the aforementioned February 22, 2022 grievance and shall not grieve any alleged prior violations of Article 8.8.1 originating from the Hospital's use of the "majority of hours worked" policy or new grievances related to the impact of this MOA on bargaining unit members previously paid based on the "majority of hours worked" policy.

This Memorandum of Agreement expires on March 31, 2024, simultaneous with the expiration of the OFNHP CBA and subject to the terms of Article 24, specifically section 24.4 regarding the term of LOAs. The parties have agreed that they can negotiate over the payment of shift differentials during negotiations for any successor agreement.

DATED: 09/29/2022



Jonathon Baker, OFNHP President



St. Charles Medical Center-Bend