

Memorandum of Understanding (MOU)
Between
Oregon Health & Science University
And
Oregon Nurses Association

The OHSU School of Nursing Graduate benefit is intended to assist eligible OHSU nursing staff with a discounted rate for Graduate level courses offered at the OHSU's School of Nursing. This benefit provides a discounted rate on tuition that employees pay up-front for eligible coursework.

OHSU offers tuition benefits to regular nurses who are employed in good standing and apply for classes offered by the OHSU School of Nursing. Nurses may access a maximum of six (6) credit hours per quarter under this program. Resource nurses are not eligible for this benefit.

Nurses who apply for this benefit must have maintained an employment status of 0.5 FTE or greater for a minimum of two (2) years. Nurses pay the following percentages of the tuition cost based on the corresponding completed years of service with the Employer:

2-5 years	35%
5-10 years	25%
More than 10 years	15%

Prior to Fall Term 2015 this benefit provided a discount based on number of years of continuous service in eligible ONA assignments which total 0.5FTE or greater. Effective with the Fall Term 2015 enrollment the Adjusted Service Date will be used as the date for determining completed years of service. Adjusted Service Date as defined in the Collective Bargaining Agreement is:

Article 5.9 Adjusted Service Date. Date used to determine an employee's total years of service at OHSU for purposes of Article 11.1. Years of service include all time in the Employer's service, whether in or out of the bargaining unit. A year of service as a resource nurse will count if the nurse has worked a minimum of 1,040 hours in the employment year. The adjusted service date shall be adjusted for leave without pay (excluding FMLA/OFLA, worker's compensation leave and military leave) greater than fifteen (15) days.

Agreed to this 27th day of January, 2016

FOR OHSU:

By: 

Hollie Hemenway
Manager of Employee and Labor Relations
OHSU Human Resources

FOR ONA:

By: 

Jaime Newman
Labor Representative