

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

Whereas, OHSU has determined it is in the best interest of Intensive Care Unit (ICU) patients to have a population centered approach to care, which will bring improved patient outcomes, improved multidisciplinary rounding, and improved nursing access to primary medical teams.

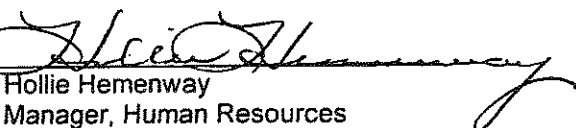
Whereas, ICU patients require specialized care from trained nurses; and,

Whereas, the collective bargaining agreement governing represented nurses requires preferential bidding for "in-unit" nurses for all positions within a given unit, OHSU and the Oregon Nurses Association (ONA) agree that the three units affected by this restructure 7C Trauma Intensive Care Unit, 8C Cardiac Surgical Intensive Care Unit, and 12KPV Cardiac Medical Intensive Care Unit will be treated as one unit for purposes of bidding and filling of positions on a one-time non-precedent setting basis.

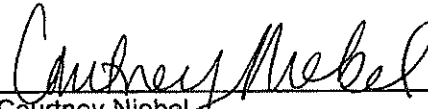
1. Pursuant to Article 20.9.3, bargaining unit nurses on 7A Medical Intensive Care Unit, 8 Trauma Surgical Intensive Care Unit, and 12K CardioVascular Intensive Care Unit, will be considered "in-unit" solely for the purpose of filling positions as set forth below:
 - a. Twelve (12) hour day and night shifts staffing in all units
 - b. Aggregate FTE Requirements for these units may stay the same or increase but shall not be reduced
2. Nothing in this MOU will mandate creation of positions solely for the purpose of this MOU. The timeline of execution of this MOU will be in accordance with the project plan for the overall ICU realignment.
3. Reciprocal in-unit bidding will expire ten days after the physical move date.
4. Pursuant to Article 4 management reserves the right to balance the skill mix and patient care expertise required for each shift and unit.
5. Pursuant to Article 7.2.4, if the operating requirements of a unit require employees to be temporarily reassigned from their normal schedule, volunteers will be solicited. If there are no volunteers, the least senior qualified employee will be reassigned. If an employee is reassigned from his or her normal schedule pursuant to this provision, the employee will be returned to his or her formal schedule when the operating requirements that caused reassignment no longer apply.
6. All provisions of the parties' current collective bargaining agreement and subsequent agreements shall apply except as set forth above or as otherwise mutually agreed to by the parties in writing.

Agreed to this 28th day of February, 2014

FOR OHSU:

By: 
Hollie Hemenway
Manager, Human Resources

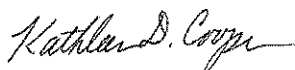
FOR ONA:

By: 
Courtney Niebel
Labor Representative, ONA

FOR THE DEPARTMENT:

By: 
JoAnne Girard
Division Director

FOR AURN:

By: 
Kathleen Cooper
AURN President