

**Letter of Agreement -- Critical Need and Shift Incentive**

This Letter of Agreement is entered into between the State of Oregon by the Department of Administrative Services (DAS), Labor Relations Unit (LRU), on behalf of the Oregon Health Authority (OHA), Oregon State Hospital (OSH), and AFSCME Council 75 (Union).

A Critical Need Incentive (CNI) will be established to recognize employees who cover difficult-to-fill dayshifts which have been identified by the Agency. A shift shall be designated as a CNI shift when staffing is equivalent to one (1) nurse below minimum requirements on each unit in an established staffing program, as determined by the Agency. Once the hospital has identified the criteria has been met for the CNI, staff will be notified. Any nurse who works the dayshift as an “extra” shift, shall receive the pay differential, regardless of the date they agreed to work the shift.

A Shift Incentive (SI) will be established to recognize coverage and staffing challenges on Swing, Night and Weekend shifts. Any employee who works a swing, night or weekend shift as an “extra” shift, shall receive the pay differential, regardless of the date they agreed to work the shift.

Mental Health Registered Nurses assigned to a nursing unit working a designated CNI or SI shift shall receive a differential of \$15.00 per hour for all overtime hours worked. All bargaining unit employees covered under this agreement may work overtime as a MHRN on a nursing unit on a designated CNI or SI shift and be eligible for the differential.

The incentive will not apply to an employee’s regularly schedule shift. Cancellation of nurses from a CNI or SI shift shall occur in reverse order of their commitment to work such shift.

This Letter of Agreement will be in effect from **July 1, 2024** through **June 30, 2025**.

*Teresa Hofstrand* 06/26/2024  
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Teresa Hofstrand, Council Representative Date  
Oregon AFSCME Council 75

*Kristina Koos* 6/26/2024  
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Kristina Koos, State Labor Relations Manager Date  
DAS CHRO, Labor Relations Unit

