



TA 6/24/2025

Kristina Koor

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LETTER OF AGREEMENT 26.2C-23-447

ARTICLE 26.2C--Differential Pay

Critical Need Incentive (OSH)

This Letter of Agreement is entered into between the Department of Administrative Services (hereinafter the “Employer”), on behalf of the Oregon State Hospital (OSH) (hereinafter the “Agency”), and the SEIU Local 503, OPEU (hereinafter the “Union”).

A Critical Need Incentive (CNI) will be established to recognize employee who cover difficult-to-fill shifts which have been identified by the Agency.

A shift shall be designated as a CNI shift under the following circumstance:

- Where staff is projected below base staffing numbers in an identified staffing program, as determined by the Employer. (MHST, Custodian and Food Service Worker/Cook)
- Where staffing is projected below identified acuity numbers in an identified staffing program, as determined by the Employer. (Nursing – MHTT, MHT1, and MHT2)

Once the hospital has identified the criteria has been met for the CNI, staff will be notified.

Any staff in the below classifications who work the shift as an “extra” shift, shall receive the pay differential as outlined below.

CLASSIFICATION	DIFFERENTIAL

MHTT, MHT1, MHT2, and MHST	\$11.25
Custodian and Food Service Worker/Cook	\$8.00

~~Transporting Mental Health Aides will be eligible for the differential when working overtime in the capacity of a Mental Health Security Technician classification.~~

All other employees will be eligible for the above differentials when working overtime in the capacity of a MHTT, MHT1, or MHT2 for the nursing department, where the employee is qualified and assigned in API as nursing personnel.

To be eligible for the incentive, employees must have work all of their regularly scheduled hours, other than hours not worked due to prescheduled paid time off or approved bereavement leave, seven (7) calendar days prior to the day they work the CNI shift.

The incentive will not apply to an employee's regularly schedule shift. Cancellation of employees from a Critical Need Incentive shift shall occur in reverse order of their commitment to work such shift.

This Letter of Agreement shall sunset on June 30, ~~2025~~**2027**.