



TA 6/24/2025

LETTER OF AGREEMENT 26.2C-23-449

ARTICLE 26.2C--Differential Pay

Critical Need and Shift Incentive LPNs (OSH)

This Letter of Agreement is entered into between the Department of Administrative Services (hereinafter the "Employer"), on behalf of the Oregon Youth Authority (OYA) (hereinafter the "Agency"), and the SEIU Local 503, OPEU (hereinafter the "Union").

A Critical Need Incentive (CNI) will be established to recognize LPNs who cover difficult-to-fill ~~dayshifts~~ **day, swing and night shifts** 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 LPN who works the ~~dayshift~~ **shift** 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 LPN 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.

LPNs assigned to a nursing unit working a designated CNI or SI shift shall receive a differential of ~~thirteen~~ **fifteen** dollars (\$~~13~~ **15**) per hour for all overtime hours worked.

24

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

29

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

33

34 This Letter of Agreement shall sunset on June 30, ~~2024~~**2027**.

35

36