Memorandum of Agreement
Between
Harney District Hospital
And
Oregon Nurses Association

To address impacts and potential impacts on nurses related to the COVID-19 pandemic, including low patient volumes caused by the Governor's Executive Order restricting elective procedures, Harney District Hospital (HDH) and the Oregon Nurses Association (ONA) hereby agree as follows:

**PPE:** HDH will continue to use CDC and OHA guidelines on appropriate and judicious use of N95's and other PPB. This information will be published through HDH's Incident response to all staff.

**Testing:** HDH is preparing for a surge in the event of an uptick in patients, and will test patients, employees, and community members according to OHA and CDC guidelines, commensurate with sufficient testing media. Currently, outpatient testing is being handled through the Clinics and Emergency Department, and inpatient testing is being administered by ONA members. Testing of employees is handled through Employee Health and the costs of such testing will be borne by HDH.

**Leaves due to exposure or quarantine:** Although not required to do so, HDH enacted parts 1-3 of the FFCRA, and agrees to continue those leaves until December 31, 2020. For all other leaves, HDH is continuing to apply existing leave and paid time off policies.

**Borrowing from Future Accruals:** HDH agrees to allow a nurse to borrow up to 40 hours from future accruals if the nurse exhausts all other leave and needs additional leave as a result of COVID-19 exposure or quarantine.

**Benefits:** HDH is protecting benefits during this time of low census. Nurses will accrue PTO/EIB on their low census hours and will continue to receive health benefits based on their full or part time status.

**Notification of Potential Exposure:** HDH agrees that employees with a potential exposure at work should be notified, and is providing appropriate notification through Employee Health.

**Ongoing Communication and Meetings with the ONA:** HDH has WEB-ex and Zoom capabilities when needed, and room to social distance in small (in-person) meetings. HDH agrees to schedule meetings as appropriate, and to use this technology.

**Attendance:** HDH does not count absences for sick time for disciplinary reasons, with appropriate health care provider certification for absences in excess of 3 working days. HDH will do the same for COVID-like symptoms. A nurse required to quarantine also will not have those absences counted for disciplinary purposes.
**Grievance Tolling:** HDH is willing to discuss extension of grievance timelines for individual grievances, where appropriate.

**Certification and OSBN License:** Any nurse who has not had the opportunity to attend a certification/recertification course for a required certification during the COVID-19 pandemic will be allowed a 60-day extension from the certification's expiration date to complete the course. If the pandemic continues beyond the 60 days, HDH will reassess the length of the allowed extension using the certifying body’s guidance on further extensions. A nurse will not be granted an extension on renewing his/her RN licensure except as approved by the Oregon State Board of Nursing.

**Term of Agreement:** This agreement will remain in effect until May 31, 2020. The parties may mutually agree, in writing, to extend this agreement.

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**For Employer:**

[Signatures]

Date: 6/18/2020

**For the Union:**

[Signatures]

Date: 5/28/20