

2021 Time Off Proposal

Overview of Proposed Changes for Providence Hood River Hospital Nurses Represented by ONA

December 20, 2019

Total rewards changes support our vision: *Health for a Better World*

Caregiver rewards are evolving as workforce needs change:

- Changes will simplify time off and bring our program up to date

Providence invests in comprehensive Total Rewards:

- Pay
- Retirement benefits
- Health care benefits
- Life and disability insurance
- Paid time off

Reasons for Time Off Changes

Alignment

- equity across ministries

Income protection that is not dependent upon tenure or accruals

- for caregivers who experience a short-term disability
- for new parents

Competitive, modern design

- common for 24/7 acute care

Proposed Paid Time Off Changes 2021

Annual Leave

- Annual leave will no longer accrue as of the end of 2020 and will be converted to PTO
- PTO will be used for vacation, personal use, incidental sick days and holidays
- PTO will be vested and cashed out upon separation

Sick Leave

- Will no longer accrue as of the end of 2020
- Balance available through the end of 2021

Short-Term Disability available 2021

Paid Parental Leave available 2021

2021 New Employer Provided Time Off

Short-term disability

- Waiting period: 7 consecutive calendar days
- 65% pay continuation
- Up to 25 weeks of coverage
- Contingent upon objective medical evidence

Paid parental leave

- To bond with newborn, foster or adopted child
- Available to fathers, birth mothers, and non-birth mothers
- 65% pay continuation
- 6 weeks of coverage
- Take within one year; up to three separate blocks of time; minimum one week/block of time

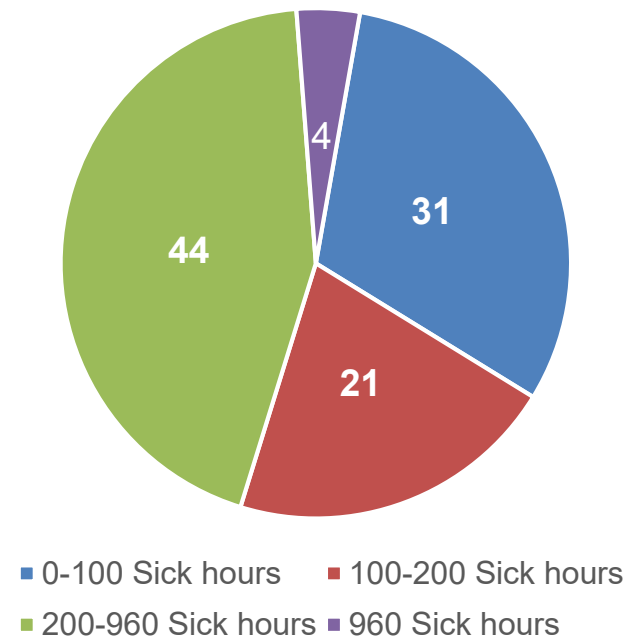
Paid Time Off (PTO) Comparison

	Current		Future		
*Years of service	Annual Leave (hours)	Sick Leave (hours)	PTO (hours)	Short-term disability	Paid parental leave
< 3	176	96	200	65% of pay for up to 25 weeks	65% of pay for up to 6 weeks
3 to < 3.6	176		224		
3.6 to < 5	192		224		
5 to < 6.3	192		240		
6.3 to < 9	204		240		
9 to < 10	232		240		
10 to < 15	248		264		
15 to < 17	248		280		
17 +	272		280		


Current Sick Leave banks are insufficient for most nurses in the event of a leave

- 31% of nurses have less than 100 hours of Sick leave
- 21% of nurses have 100-200 hours of Sick leave
- 44% of nurses have 201-960 hours of Sick leave
- 4% of nurses have max of 960 hours of Sick leave

PHRMH ONA Nurses Sick Balances as of Dec, 2019



Examples of Current Potential Gaps in Pay



Annual Leave and Sick Leave (8 hour days)	Unpaid (weeks)	Long-term disability
3 years: 23.6 Annual + 15.1 Sick = 10 weeks	16	After 180 days (26 weeks) of short-term disability
7 years: 30.6 Annual + 29.6 Sick = 14.5 weeks	11.5	
10+ years: 32.8 Annual + 58.6 Sick = 24 weeks	2	

50% of Providence Hood River Hospital ONA caregivers have fewer than 200 Sick Leave hours

Future state: short-term disability helps with a caregiver's own medical condition



Scenario:

- Mark has 7 years of service and needs a surgery. His surgery and recovery is expected to be 15 weeks.
- He has 30.6 days of Annual Leave and 29.6 days of Sick Leave (14.5 weeks).

Current

Total benefit:

- **14.5 weeks paid at 100% pay**
- 0.5 weeks unpaid
- Mark returns with no Annual or Sick Leave time remaining.



Future

Total benefit:

- 7 calendar day waiting period – Annual/Sick
- Day 8 to 15 weeks, short-term disability – 65% pay and Annual and Sick to supplement to 100%
- **15 weeks with 100% pay**
- Mark returns with 8.6 weeks remaining.

Future state: short-term disability helps with a caregiver's own medical condition



Scenario:

- Mark has 7 years of service and needs a surgery. His surgery and recovery is expected to be 12 weeks.
- He has 30.6 days of Annual Leave and 29.6 days of Sick Leave (14.5 weeks).

Current

Total benefit:

- **12 weeks paid at 100% pay**
- Mark returns with 2.5 weeks remaining.



Future

Total benefit:

- 7 calendar day waiting period – Annual/Sick
- Day 8 to 12 weeks, short-term disability – 65% pay and Annual and Sick to supplement to 100%
- **12 weeks with 100% pay**
- Mark returns with 9.7 weeks remaining.

Future state: paid parental leave helps a new parent



Scenario: Barbara has 3 years of service and is expecting a baby. She plans on being out for 8 weeks for the delivery and recovery. She will also take 6 weeks for baby bonding. She has 23.6 Annual days and 15.1 Sick days (10 weeks).

Current

Total benefit:

- **10 weeks paid at 100% pay**
- 4 weeks unpaid
- Barbara returns with no Annual Leave and no Sick Leave time.



Future

Total benefit:

- 7 calendar day waiting period – Annual/Sick
- Day 8 to 14 weeks, short-term disability and paid parental leave cover at 65% pay. Uses Annual and Sick to supplement to 100%.
- Total 14 weeks with 100% pay and returns to work with 4.5 weeks remaining.

Sick Leave Transition

Continued access to Sick Leave through the end of 2021

- Short-term disability waiting period
- Supplement short term disability up to 100%
- Supplement paid parental leave up to 100%
- Supplement workers' compensation up to 100%
- Care for a family member on approved FMLA (4 days per contract)

Thank you