



ONA Oregon Nurses Association

Caring for Oregon



Providence HH&H Agreement Reached with Compassus

After two whirlwind days of bargaining, we have completed the first stage of bargaining with Compassus. There is still a lot of work to do and details we need to work out, but we are excited to announce this first big win with Effects Bargaining with Compassus.

Compassus is adopting our current CBA with the following changes:

- Changing the name of the employer to Providence at Home with Compassus
- Where appropriate, changing reference to PHHH/Benedictine to PAHC
- Caregivers will be allowed to carry over up to 40 hours of accrued PTO to Compassus. All other accrued PTO will be paid out upon separation from Providence.
- Members who are transitioning to Compassus provided health insurance from their 2026 Providence-provided plans will maintain their Providence-plan deductibles and out of pocket maxes. YOU MUST SUBMIT AN EXPLANATION OF BENEFITS TO providencееobportal@providence.org to ensure that your current plan deductible(s) and out of pocket max(es) are recorded.
- Compassus has committed to meeting with ONA to discuss health insurance options for the 2027 plan year BEFORE open enrollment begins on November 1.
- Members are transitioning to the Compassus provided 401(k) plans.
- All members will be considered as continuous employees from their date of hire with Providence for the purposes of probationary periods. (If you have already completed your probationary period, you are considered as having completed it for Compassus. If you have 12 days left on your probationary period at Providence, you would only be probationary at Compassus for the remaining 12 days of your probationary period.)
- We agreed to remove the MOUs that were originally negotiated to incorporate RNs from the Gorge and North Coast as those transitions have now been completed.

****Missed offer deadlines**

We have heard from several people that they experienced technical errors or other issues with signing their offer letters (making sure the FTE and/or wages were correct before signing). If you missed your deadline to sign your offer letter by mistake or due to technical issues, please email caregiverquestions@compassus.com and note that you wanted to sign and ask for them to reissue the offer letter. We were assured by Brian Jackson (Compassus Internal Labor Relations) that they WOULD ISSUE NEW

LETTERS to those who are in this situation. THIS IS NOT AN INSTRUCTION TO INTENTIONALLY MISS YOUR DEADLINE. Instead, this should be a rare situation for those who experienced technical glitches or who missed the deadline by accident.

Other Information:

Compassus has confirmed that as PAHC employees we will still be able to communicate via Teams with our Providence colleagues.

We are very proud of what we have been able to accomplish in our negotiations with Compassus. It has been a hard fight and we have achieved some big wins.

We want to be clear, however, that this is not the end of our negotiations with Compassus. We still need to negotiate over 2027 benefits and we will need continued engagement from the whole unit to bring the pressure needed to ensure meaningful changes to what is currently on the table. Stay tuned for more information about how to get involved!

In solidarity,

Linda Sheffield, RN, Chair (St. Vincent Hospital Liaison)

Kara Hayden, SLP, Vice-Chair (Home Health East)

Tracy Arnold, OT, Treasurer (Home Health East)

Ashley Wuest, RN, Secretary (Hospice West)

Julianna Harder, PT, Membership Chair (Benedictine)

Lori Curtis, RN, PCC Chair (Hospice West)

David Neves, RN, Grievance Chair (Home Health Access)

Patricia Bain, PTA, Member-at-Large (Benedictine)

Stephanie Jones, HHA, Member-at-Large (Hospice West)



If you have any questions, please contact your executive team leaders or ONA labor representative Shawna Meechan at Meechan@OregonRN.org.



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