Memorandum of Understanding- Agreement between Providence Home Health and Hospice and Oregon Nurses Association

This is an agreement that is in addition to all of the rights, pay practices and processes described in the collective bargaining agreement (CBA) that expires on December 31, 2022. This agreement will be added to the subsequent contract.

Washington Registered Nurse License and Working in Washington

A. Washington License

1. Providence Home Health and Hospice (PHHH) will pay for costs associated with the initial licensure and subsequent renewal of a Washington (WA) registered nursing (RN) license retroactively to February 2020.

2. PHHH will pay for all time performing work, including the time spent on administrative tasks to obtain and renew the Washington license (e.g. fingerprinting, drive time, testing, etc.).

3. PHHH will compensate each RN for the two (2) Continuing Education (CE) units in the Washington State Nursing Jurisprudence Module, prior to the nurse completing the initial WA license process. Each RN will be paid their hourly rate (plus applicable certifications) for each of the 2 CE units. This is in addition to any paid education hours already covered by the collective bargaining agreement (CBA). In addition, Providence will pay for the cost of the course.

4. PHHH will compensate each RN for the six (6) CE units for the suicide prevention training. Each RN will be paid their hourly rate (plus applicable certifications) for each of the 6 CE units. This is in addition to any paid education hours already covered by the CBA. In addition, Providence will pay for the cost of the course.

5. PHHH will provide an additional eight (8) education hours per year for WA licensed nurses. This is in addition to any paid education hours already covered by the CBA. Providence will provide a $200 annual education stipend to cover the costs of CE courses. This is in addition to any education monies provided by the contract.

B. Working in Washington

1. Clark County, Washington is included in the Portland, Oregon service area. Nurses performing work in Clark County, Washington will be included in the Home Health East, and Hospice East, Hospice Access, and Home Health Access branches.

2. Prior to taking a full assignment in Washington, the nurse will be oriented and resource information will be provided in accordance with current practice, including an orientation to the geography, patients, lab locations, charting requirements, insurance differences, and all other regulatory requirements. Competency in these areas will be demonstrated and evaluated.
3.2. Work in Clark County, Washington will be considered an “alternate assignment” and treated as described in Article 5, Section M of the CBA for all nurses not assigned to Hospice East, Hospice Access, and Home Health East, except those in the Home Health East or Hospice East branches who were hired with the explicit requirement that they perform work in Clark County, Washington. For nurses who have a full assignment in Washington, work in Oregon will be considered an “alternate assignment” and treated as described in Article 5, Section M of the CBA. PHHH will make every attempt to fairly distribute assignments across the service area of the above units and the teams associated with serving Clark County. New hires will be informed that they may be required to work in Clark County and a WA license may be required. If additional staff are needed to serve Clark County, volunteers with a WA license will be requested, then solicitations for staff will use the considerations outlined in Article 5, Section M of the CBA.

4. Productivity will be waived while the COVID-related state of emergency remains in effect in Washington and/or Oregon.

5.3. For nurses working in Washington, Providence will follow the qualifications for Washington Family Leave Act (WFLA), when appropriate.

C. Triage, Referrals and Access Nurses

1. PHHH will solicit volunteers to obtain their WA license as needed. If not enough nurses volunteer, then a reverse seniority system will be used as needed when possible. The exceptions would be when specialized training or shift assignments would not allow for the use of reverse seniority. Each exception would be reviewed by the Task Force.

2. The conditions of participation for Hospice require nursing services being available 24/7. Therefore, after-hours triage night nursing resources will need both OR and WA licenses.

2.3. Calls from Washington patients will be routed to a separate phone number that will connect patients to an appropriately licensed RN.

D. Washington Residents

1. PHHH will make every effort for nurses who reside in WA to have work supplies delivered to their home and/or available to pick up at a community partner in WA. Supplies will remain available at the branch location.

2. The parties will work together to get signed paperwork delivered securely without having to drive to an Oregon office.

E. Task Force and the Professional Nurse Care Committee (PNCC)

1. The Task Force will add one additional ONA leader, for a total of three ONA nurse leaders. In addition, administration will add one additional director, leader.

2. Professional Nurse Care Committee (PNCC) will add one additional ONA nurse that has agreed to the WA assignment. This will allow a total of seven ONA nurse leaders to be part of the PNCC.
F. Staffing

1. The parties will work together to address concerns of missed visits and getting patients seen on the unassigned list.

2. If there is an average of 25 home health patients not being seen each week for an 8-week period, a 1.0 FTE will be posted.

3. If there is an average of 15 hospice patients not being seen each week for an 8-week period, a 1.0 FTE will be posted.
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<tr>
<th><strong>For ONA</strong></th>
<th><strong>For PHHH</strong></th>
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<tbody>
<tr>
<td>Carlinda Deweese, Chair</td>
<td>Susan Murtha, Director Home Health</td>
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<td>Joy Choy, Vice-Chair</td>
<td>Jane Brandes, Director Hospice</td>
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<td>Michael Port, Treasurer and Task Force</td>
<td>Julie Heimark, Director Access</td>
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<td>Linda Sheffield, Secretary</td>
<td>Mary Howard, Human Resources</td>
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<td>Jamie Aguilar, Membership Chair</td>
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<td>Pamela Bacon, Steward and Task Force</td>
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<td>Ashley Bromley, Labor Representative</td>
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