Interim COVID-19 MOU

Dear ONA Providence Home Health and Hospice (PHHH) RNs,

Based on the unprecedented health crisis created by COVID-19, the Oregon Nurses Association (ONA) and Providence Health discussed a Memorandum of Understanding (MOU) to address these new conditions. We have agreed to this interim MOU and have begun negotiations on a comprehensive MOA. We agreed to the interim MOU because it provides immediate critical relief to nurses giving care on the front line of this pandemic.

ONA believes Providence can and should do more to protect ONA nurses, their families and their patients. However, right now ONA nurses will benefit from this agreement. We will keep fighting together to ensure that Providence – and all Oregon health care employers – ensures the safety and well-being of ONA nurses and their patients.

In summary, this interim MOU contains the following terms:

♦ Providence will make 80 hours of paid emergency time off available for benefits-eligible nurses that will remain in place for use by or before Sunday, May 31, 2020.

♦ Providence will allow benefits-eligible nurses who have either already utilized all of their paid time off (PTO)/extended illness time (EIT)/grandfathered vacation/sick leave, or have not been employed long enough to have accrued enough to cover a long-term illness, to use up to 80 hours of paid emergency time off to cover additional time off necessary for recovery from illness or injury, now until Sunday, May 31, 2020.

♦ Providence will allow benefits-eligible nurses who don’t have any more accrued leave, and new nurses without accrued leave, to use up to 80 hours of paid emergency time off to be utilized for their own COVID-19 related illness and recovery (ministry specific rules regarding time off apply) or self-exclusion.

♦ After all paid time is exhausted for these nurses, if there is a need for continuing leave and the nurses do not have access to Providence-provided short-term disability benefits, Providence will provide nurses with income replacement in an amount equal to 65 percent of pay until they can return to work in the event of their own COVID-19 related illness and recovery.

♦ Providence will allow benefits-eligible nurse who are not ill, but cannot work for a variety of other reasons related to the COVID-19 outbreak (for example, daycare or eldercare needs), may use accruals, should the nurse have this time in his or her bank. The nurse may also

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use their paid emergency time off to supplement this time, through Sunday, May 31, 2020.

♦ If a part-time or full-time nurse works in a department which has been shut down/partially closed due to the COVID-19 crisis and that nurse cannot do their job from home, Providence is committed to paying paid administrative leave from the date of this Agreement until Thursday, April 30, 2020 (assuming the ministry cannot redeploy the nurse during that time). Providence will prioritize redeployment within the facility but may reassign to other facilities or remote work (e.g., telehealth/home monitoring) that offer opportunities to utilize the skills and experience of the nurse to meet the needs created by the COVID-19 emergency.

The above agreements represent critical improvements to working conditions, but they do not represent all that Providence must do to provide a safe workplace, nor to honor the incredible heroism of ONA nurses who are putting their own health and their family’s health at risk during this pandemic.

Next Step

Our ONA nurses have been working on a comprehensive COVID-19 MOA proposal since the interim MOU was signed by both parties. We sent the below proposal to administration on Monday, April 13, 2020:

Click here for the complete comprehensive MOA proposal.

If you have any questions about this agreement or proposal, please do not hesitate to reach out to your ONA officer or labor representative, Jocelyn by email Pitman@OregonRN.org.

Petition to Governor Brown to Stand with Health Care Workers

Oregon nurses and frontline health care workers are risking their lives everyday to save patients during the COVID-19 pandemic. Yet, far too many of our hospitals and facilities are not protecting us.

For more than a month, frontline Oregon health care workers and their unions have fought 24/7 for the minimum of COVID-19 protections. However, the vast majority of hospitals, clinics, and health care facilities in Oregon have refused to agree to emergency COVID-19 protections for health care workers. After our courageous health care workers helped flatten the curve to delay Oregon’s surge, it is critical that employers treat their workers with the respect and dignity they deserve and do everything in their power to protect nurses, first responders and all essential workers.

That’s why we’re asking Governor Kate Brown to insist that health care employers come to the table with their workers and get COVID-19 protections in place before the lives of Oregon health care providers are lost.

Sign the petition to urge Governor Brown to intervene in this extraordinary public health and workers’ rights emergency. We need every employer to help protect all nurses! Stand with all frontline health care workers in Oregon.

Click here to sign the petition or visit www.OregonRN.org/Petition