



Caring for Oregon



PHHH IMPORTANT: ONA Guidance on the Compassus Transition

There is a lot of information floating around about what to do with the Compassus transition. Your ONA team is doing our best to give you clear guidance when we have it. Below is the information we have to share right now. Please note there is some NEW information regarding RESIGNATION in this summary.

OFFER LETTER MISTAKES

If you received an offer letter with a mistake (base wage is too low, it lists you as exempt when you should be hourly, it is a part-time rather than per diem offer, etc) please send an email with the specific issue to brian.jackson@compassus.com and

cc Shawna at meechan@oregonrn.org. Please do this even if you have already emailed Shawna. PLEASE NOTE: certification pay and other differentials will be applied according to the contract. These will not be included in the offer letter. We are working on getting assurances in writing that all currently covered differentials will be honored.

BACKGROUND CHECKS

As has been stated previously, it is illegal for an employer to perform a CREDIT CHECK on an employee except under very specific circumstances. Compassus has said they intend to follow the law and not run credit checks. We are working on getting this in writing.

SHOULD I SIGN MY OFFER LETTER?

ONA is not recommending that people sign offer letters at this time as we cannot yet ensure your working conditions will remain substantially the same under Compassus. We have another meeting with them scheduled for Monday, October 5th and we hope to have more concrete information to share after that meeting.

DO I HAVE TO ATTEND MANDATORY TRAINING OUTSIDE MY NORMAL HOURS?

Our contract states that schedules must be set by the 15th of the month prior to the month in which the shifts occur. Management cannot change your days/hours after that. You can and should attend any training you are assigned that falls within your scheduled work hours and you MAY attend any additional training for pay (including overtime if it's approved by your manager). It is up to each clinician to make this decision for themselves, but if you are feeling pressure to work additional hours, you should email your supervisor asking if you are required to attend and cc Shawna at meechan@oregonrn.org.

IF I CHOOSE NOT TO ACCEPT MY OFFER, DO I QUALIFY FOR UNEMPLOYMENT?

ONA cannot make any promises on this front. Unemployment Insurance is run by a state agency who is ultimately responsible for reviewing each individual application and determining whether an applicant qualifies. That said, ONA does contend that all our members are having their employment with Providence terminated involuntarily and without cause, which are normally two of the criteria used to determine eligibility.

IF I CHOOSE NOT TO ACCEPT MY OFFER, WHAT DO I DO?

If you are not planning on continuing to work with Providence at Home with Compassus after the transition to Compassus as the employer of record, please review the below guidance.

ONA advises caregivers NOT to formally resign from Providence in connection with the transition to Compassus. Resignation is a voluntary termination of employment and may affect access to benefits, including unemployment insurance, and complicate a claim for contractual severance.

Members may decline a Compassus offer and inform their managers that they do not intend to continue after the transition. ONA recommends that caregivers not submit a formal resignation as part of that process. Specifically, you do not need to enter a "resignation" in Genesis.

It is ONA's position that Providence is terminating the affected positions and that contractual severance is owed. Providence disputes that obligation on the basis that caregivers are being offered other positions. This remains a contested issue; severance and any arbitration outcome are not guaranteed. Unemployment eligibility is determined separately based on individual circumstances.

If you have already formally resigned, contact Shawna promptly. ONA may still be able to pursue severance on your behalf, although a resignation may make that claim more difficult.

Please direct questions about your individual circumstances to Shawna Meechan at Meechan@OregonRN.org before taking further action.



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