



Providence HH&H Bargaining Update

We met with Compassus today, Tuesday, Oct. 13 to begin our effects bargaining (negotiating the conditions under which they assume our contract). Our initial meeting was much shorter than originally planned as management did not arrive until almost 2 hours after our official start time. That said, we did have a productive session. We have agreed to some general concepts (for example, changing the name of the employer in the contract) and some important issues for caregivers (for example, Compassus is going to allow the carry over up to 40 hours of accrued PTO for people making the transition and all PTO approved by Nov 1 will be honored). We have a few remaining questions around 2027 benefits and some of the operational issues (who will be doing the Hospice triage work?). We hope to complete our effects bargaining Wednesday, October 14. Please join us if you are available!

Highlights and ACTION ITEMS

Health Insurance:

- We have confirmed from Compassus that for your 2026 health insurance benefits, if you have met your deductible under your current Providence-provided plan then you will be considered to have met your deductible under whichever Compassus plan you choose for 2026. The same is true of out of pocket max – if it's been met under your current Providence-provided plan, then it will be considered met under the Compassus plan, regardless of the different published rates.

- We also confirmed that, even if you have not met your deductible or out of pocket max, if you submit your Explanation of Benefits (EOB) to providenceeobportal@providence.org, you will only be required to meet the deductible or out of pocket max published for your current plan.

- **EVERYONE SHOULD FILL OUT THE EOB REGARDLESS.** If you haven't met your deductible or out of pocket max, you will only be required to meet your current plan maximums no matter which Compassus plan you choose for 2026. You will be held to the deductible and out of pocket max from the Providence plan you are currently on. This will only apply if you submit an Explanation of Benefits (EOB) from your current insurance to providenceeobportal@providence.org. *We recommend getting a copy from your current insurance website (or call customer service) to ensure there is no health information is included.

PTO Requests:

- Compassus has said they will honor PTO approvals that in by Nov 1. This includes the rest of 2026 and any approvals issued for 2027.

Restrictive Covenants in the Offer Letters

- The clause in some offer letters that referred to “restrictive covenants” has been removed from all letters (even if already signed). You should be able to pull up your offer letter and see it is no longer there.

- Even if you sign/signed a letter with the restrictive covenants language, the Compassus attorney affirmed for us that it WILL NOT apply.

CPR and BLS

- Compassus will pay for the time and course fees associated with CPR and other basic life saving courses required by Compassus.

Schedules:

- Compassus will honor the schedules that will be published on October 15th. Please make sure to check the published schedule to make sure it matches your regular schedule.

Next Bargaining Session

Wednesday, October 14

1 p.m. - 5 p.m.

CENRTL OFFICES

525 3rd St Ste 200

Lake Oswego, OR 97034

(Boardroom and Medium Room)

Hope to see you there!

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.



[Providence HH&H
Contract](#)

[Bargaining Unit Info](#)

[Update Your Info](#)

