Memorandum of Understanding
Re: COVID-19 Temporary Pay Coverage

Providence Home Health and Hospice ("the Ministry") and Oregon Nurses Association ("the Union") are parties to a collective bargaining agreement ("Agreement") which expires December 31, 2022.

It is hereby agreed by and between the parties that a public health crisis has created a very special circumstance affecting the operations of the Ministry. As such, the parties agree that temporary modification must be made to the working conditions of our nurses, some of which may conflict with the language of our Agreement.

In order to ensure the Ministry is staffed in a manner that keeps nurses, patients and our community safe, the Parties agree to the following:

- Providence Home Health and Hospice will create an 80-hour Paid Emergency Time Off bank for benefits-eligible nurses that will remain in place for use by or before May 31, 2020;

- Benefits-eligible nurses who have either already utilized all of their EIT, then PTO or have not been employed long enough to have accrued enough PTO to cover a long-term illness, may use, through May 31, 2020, up to 80 hours of Paid Emergency Time Off to be utilized to cover additional time off necessary for recovery from the illness or injury;

- Benefits-eligible nurses who have either already utilized all of their PTO/EIT, or have not been employed long enough to have accrued enough PTO to cover their own COVID-19 illness or self-exclusion, may use, through May 31, 2020, 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 nurse does not have access to Providence-provided short-term disability benefits, Providence Home Health and Hospice will provide nurses with income replacement in an amount equal to 65% of pay until they can return to work;

- Benefits-eligible nurses who are not ill, but cannot work for a variety of other reasons related to the COVID outbreak (ministry specific rules regarding time off apply), for example, daycare or eldercare needs, may use PTO and EIT, should the nurse have this time in his or her bank. The nurse may also use their Paid Emergency Time Off to supplement this time, in extraordinary cases, through 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 Home Health and Hospice is committed to providing paid administrative leave until April 30, 2020, in those cases where we cannot redeploy the nurse during that time and where the nurse has not refused redeployment; provided that the nurse stays available to work for us and with appropriate training and orientation as determined by the Ministry, can be reassigned to another department or role for
purposes of this COVID-19 emergency. Home Health and Hospice will prioritize redeployment within the unit, 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. This paid administrative leave may be extended for additional periods of time at the sole discretion by the Employer.

- For a nurse working extra shifts (part time nurses) and overtime (full time nurses), the Providence Home Health and Hospice will consider additional incentive and/or extra shift pay, as necessary, beyond incentive pay or extra shift bonuses already provided for in the collective bargaining agreement.

- The parties recognize that this is a unique, fast-developing situation, and to commit to ongoing dialogue around these issues. Specifically, Home Health and Hospice and ONA agree to discuss, on or before May 15, 2020, the usage of the additional PTO/ EIB hours specified herein and to discuss the possibility of adding additional hours or extending the period in which the hours specified may be used.

This agreement shall be effective upon signature and shall continue through May 31, 2020, with the option to extend upon mutual agreement should the declared State of Emergency (local or state) continue, or the public health guidance remain the same.

Signed and effective this 3rd day of April, 2020

Jocelyn Pitman, ONA

Mary Howard, HRBP