Your ONA Leaders are pleased to announce that we have reached a Tentative Agreement (TA) with Providence Home Health & Hospice Management governing the expansion of service into Clark County, Washington. This tentative agreement is not finalized until it is voted on and approved by you, the ONA membership. Our tentatively agreed to Memorandum of Understanding (MOU) has been months in the making, and we believe it provides key protections and benefits for nurses as this expansion continues to unfold. Namely, we have secured:

- Management will pay for Washington licensure costs, including future renewals, retroactive to February 2020;
- Management will pay for any time—including travel and administrative tasks—spent obtaining or renewing Washington licensure;
- Management will compensate each RN for the two (2) Continuing Education units in the Washington State Nursing Jurisprudence Module, prior to the nurse completing the initial Washington licensure process;
- Management will compensate each RN for the six (6) CE units for the suicide prevention training;
- Management will provide an additional eight (8) education hours per year for Washington licensed nurses;
- Management will provide an additional $200 annual education stipend to cover the costs of Continuing Education courses;
- Management will provide proper orientation to RNs prior to assignment in Washington;
- Work in Washington will be afforded the protections of an alternate assignment under the contract, unless the nurse was hired to work in Washington or has volunteered to do so;
- For nurses with a full caseload in Washington, work in Oregon will be considered an alternate assignment;
- If there are too few nurses who are hired or who volunteer to work in Washington, assignment to Washington work will follow the provisions of the contract, including respect for seniority;
- Hospice afterhours night triage nurses will be required to obtain Washington licensure and will be provided a $1000 bonus for doing so;
- One member will be added to both the ONA Task Force and Professional Nursing Care Committee; and
- Management and ONA commit to working on issues surrounding understaffing and missed patient visits.

Link to Full Text of Tentative Agreement:
https://www.oregonrn.org/resource/resmgr/phhh/PHHH_MOU_on_WA_2021-09-02_.pdf
Please click on the link below to vote to accept or reject this tentative agreement. We urge you to vote yes as we believe we have reached the strongest agreement possible under the circumstances of the expansion. Voting will remain open through 11:45pm on Wednesday, September 8.

Link to Vote: https://www.surveymonkey.com/r/PHHH-WA-MOU

Please reach out with any questions.

In Solidarity,

Your ONA Executive Committee