Letter of Agreement

The Oregon Nurses Association (ONA) and Providence Milwaukie Hospital (PMH) enter into this Letter of Agreement (LOA) for the purpose of providing financial reimbursement to Registered Nurses who have successfully completed Continuing Educational Units (CEU’s) through virtual platforms during the COVID 19 Pandemic.

In person educational opportunities have been canceled due to COVID 19 containment and safety protocols. CEUs have been made available through virtual platforms so that Registered Nurses could and can remain current with their certification and licensure requirements.

It is understood that for the period of July 1, 2021, through May 31, 2022 Registered Nurses have not had and will not have access to attend in-person continuing education curriculum. Both parties agree that nurses shall be reimbursed at their regular hourly rate for CEUs earned through qualifying virtual educational courses.

Reimbursement for Earned CEUs- Refer to contract language (Article 13, PMH).

ONA and PMH agree CEUs hours will be reimbursed at one hour (regular hourly rate) per CEU earned, and that this COVID exemption for online hours be made retroactive to the beginning of our fiscal year 7/01/2021 until 5/31/2022. Initial nurse requests shall be capped at a maximum of 12 hours for the fiscal year. The reimbursement of the CEUs hours will be paid out to each nurse that meets all requirements. The reimbursement for CEU hours associated with this LOA shall not contribute to overtime pay.

If there are remaining hours to be used from 900 hours per fiscal year total, Registered Nurses can reapply for additional hour reimbursement from 5/31/2022 through 6/30/2022 until the 900 hours are exhausted.

Educational Funds- Refer to contract language (Article 13, PMH)

This agreement remains in effect through May 31, 2022.

Peggy Elia, RN ONA Executive Committee Chair, PMH

12-15-21

Date

Mike Dahlen, RN Chief Nursing Officer, PMH

12-14-21

Date

Gabriel Erbs, ONA Labor Representative

12-15-21

Date