Providence Medford Medical Center (PMMC) COVID-19 MOU

Dear ONA Providence Medford nurses,

Based on the unprecedented health crisis created by COVID-19, the Oregon Nurses Association (ONA) and Providence Health discussed a memorandum of understanding (MOU) to address these new conditions. We agreed to this MOU because it provides immediate critical relief to nurses giving care on the front-line of this pandemic.

ONA has recommended that each bargaining unit agree to this interim MOU and simultaneously begin negotiations on a comprehensive MOU to address the issues you have raised. It's not a perfect solution. ONA believes Providence Medford Medical Center (PMMC) can and should do more to protect ONA nurses, their families and their patients. However, right now ONA nurses will benefit from this agreement. We will keep fighting together to ensure that Providence—and all Oregon health care employers—ensure the safety and well-being of ONA nurses and their patients.

In summary, this MOU contains the following terms:

• PMMC will make 80-hours of paid emergency time off available for benefits-eligible nurses that will remain in place for use by or before May 31, 2020;
• PMMC will allow benefits-eligible nurses who have either already utilized all of their paid time off (PTO)/extended illness time (EIT)/grandfathered vacation/sick leave, or have not been employed long enough to have accrued enough to cover a long-term illness, to use up to 80 hours of paid emergency time off to cover additional time off necessary for recovery from illness or injury, between now and May 31, 2020;
• PMMC will allow benefits-eligible nurses who don't have any more accrued leave, and new nurses without accrued leave, to use 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, Providence will provide nurses with income replacement (short term disability) in an amount equal to 65 percent of pay until they can return to work in the event of their own COVID-19 related illness and recovery;
• PMMC will allow benefits-eligible nurse who are not ill but cannot work for a variety of other reasons related to the COVID-19 outbreak (for example, daycare or eldercare needs), to use accruals, 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, through May 31, 2020;
• If a part-time or full-time nurse works in a department which has been shut down (or partially shut down) due to the COVID-19 crisis, and that nurse cannot do their job from home, PMMC is committed to paying paid administrative leave from the date of this
agreement until April 30, 2020 (assuming the ministry cannot redeploy the nurse during that time). PMMC will prioritize redeployment within the facility 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.

The above agreements represent critical improvements to working conditions, but they do not represent all that PMMC must do to provide a safe workplace, nor to honor the incredible heroism of ONA nurses who are putting their own health and their family’s health at risk during this pandemic.

If you have any questions, please contact a member of your local officer teams: Vicki Knudsen, Pat Sands, Stephanie Wolgast, Chrystal Brunston or Julie Serrano, ONA Labor Representative.

Additionally, please remain on the lookout for additional communications as ONA continues to discuss the impact of COVID-19 on nurses and their patients.