Sacred Heart Home Care Services
Letter of Understanding- WOCN Scholarships
3/29/2021

This Letter of Understanding is between the Oregon Nurses Association ("Association") and PeaceHealth Sacred Heart Home Care Services ("Employer/Agency"). The terms of this agreement are non-precedent setting.

Criteria for application: All ONA represented nurses at SHHCS that meet the below requirements will be eligible to apply for the three WOCN (Wound, Ostomy, Continence Nurse) scholarships.
- A Bachelor's degree in a Health Science field (required for certification by the WOCN society) must be completed at the time of application.
- Scholarships are available to Case Managers or Visiting nurses currently working in a position of an FTE of 0.8 or greater.
- One year of Home Health service is preferred.

Awarding of Scholarships: Interested applicants will submit a letter of interest including their resume, experience and qualifications. The applicants will be interviewed by a committee including at least two bargaining unit nurses chosen by the Association. The scholarships shall be awarded to the highest scoring eligible applicants. In the event of a tie, seniority will be used as a tie breaker.

Scholarship Employment Obligation: The Agency may require a nurse to sign a contract prior to accepting a scholarship for the WOCN certification, to reimburse the Agency for costs associated with the certification, for the amount of the scholarship, up to a maximum of $5,000.00. In the event that the nurse does not complete the program, the full cost will be reimbursed. If the nurse does not remain in a position with the Agency for at least two years, the amount shall diminish proportionately over the two-year period. This obligation shall no longer apply if the nurse is unable to continue serving in the position for the required period due to circumstances beyond the nurse’s control.

Oregon Nurses Association

Laura Gay

Date: 3/29/2021

PeaceHealth Sacred Heart
Home Care Services

Mary S. Alward

Date: 3/29/2021