Memorandum of Understanding
Re: COVID-19 Medical Cost Coverage

Providence Holy Family Hospital ("HFH" or "the Hospital") and the Washington State Nurses Association ("the Union") are parties to a collective bargaining agreement ("Agreement").

It is hereby agreed by and between the parties that a public health crisis has created a very special circumstance affecting HFH nurses. In order to limit the costs of care related to COVID-19 that would be borne by nurses enrolled in Providence health benefits, the Parties agree to the following:

- Through December 31, 2020, in accordance with specific Plan guidelines, HFH will pay 100% of in-network medical claims associated with COVID-19 infections for benefits-eligible caregivers, and caregivers’ family members, who are enrolled in a Providence medical plan.
- Any treatment plans, coding, etc., will be determined by caregivers’ providers and/or dictated by the terms of the applicable Plan document(s). Nothing in this document guarantees that a particular diagnosis will result.
- Issues arising under this Memorandum of Understanding unrelated to a determination of whether HFH specifically performed under the terms of this Memorandum of Understanding will not be subject to the grievance/arbirtration procedure outlined in the collective bargaining agreement. Any issue related to diagnosis, treatment, and other medical and related issues will be addressed in accordance with the appeal rights set forth in the terms of the relevant Plan document(s).

Signed and effective this 17th day of ____________________, 2020

[Signature]

WSNA

Bryan Fix, CHRO