

**Memorandum of Understanding  
Re: COVID-19 Temporary Pay Coverage**

Providence VNA Home Health ("PVNAHH" or "the Hospital") and the Washington State Nurses Association ("the Union") are parties to a collective bargaining agreement ("Agreement") which expires May 31, 2021.

It is hereby agreed by and between the parties that a public health crisis has created a very special circumstance affecting the operations of the Hospital. As such, the parties agree that temporary modification must be made to the working conditions of our nurses, some of which may conflict with the language of our Agreement.

In order to ensure the Hospital is staffed in a manner that keeps nurses, patients and our community safe, the Parties agree to the following:

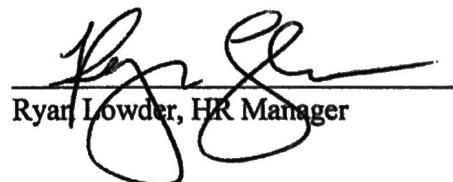
- PVNAHH will create an 80-hour Paid Emergency Time Off bank for benefits-eligible nurses that will remain in place for use by or before May 31, 2020;
- Benefits-eligible nurses who have either already utilized all of their PTO/EIB, or have not been employed long enough to have accrued enough PTO to cover a long-term illness, may use, through May 31, 2020, up to 80 hours of Paid Emergency Time Off to be utilized to cover additional time off necessary for recovery from the illness or injury;
- Benefits-eligible nurses who have either already utilized all of their PTO/EIB, or have not been employed long enough to have accrued enough PTO to cover their own COVID-19 illness, may use, through May 31, 2020, up to 80 hours of Paid Emergency Time Off to be utilized for their own COVID-19 related illness and recovery. After all paid time is exhausted for these nurses, if there is a need for continuing leave and the nurse does not have access to Providence-provided short-term disability benefits, PVNAHH will provide nurses with income replacement in an amount equal to 65% of pay until they can return to work;
- Benefits-eligible nurse who are not ill, but cannot work for a variety of other reasons related to the COVID outbreak, for example, daycare or eldercare needs, may use PTO and EIB without any waiting period, 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 the nurse is placed on low-census due to COVID, and that nurse cannot do their job from home, or be reassigned within their facility, PVNAHH will pay paid administrative leave until April 30, 2020, provided that the nurse remains available to work for PVNAHH during the shut down or low census period.
- A nurse who PVNAHH does not permit to work due to probable exposure to COVID-19 while at work will be placed in paid administrative leave status during any quarantine period required by the Hospital.

- A nurse who self-quarantines based on concern of social/community exposure to COVID-19 shall have immediate access (e.g. no waiting period) to EIB or other paid time off accruals if the nurse has available paid time off benefits.
- For a nurse working extra shifts (part time nurses) and overtime (full time nurses), PVNAHH will consider additional incentive and/or extra shift pay, as necessary, beyond incentive pay or extra shift bonuses already provided for in the collective bargaining agreement. WSNA will receive notice of any additional incentive, and, on request, PVNAHH will bargain with WSNA over the additional incentive.
- The parties recognize that this is a unique, fast-developing situation, and commit to ongoing dialogue around these issues. If requested, PVNAHH and WSNA agree to discuss, on or before May 15, 2020, the time-off provisions described herein.
- Except as otherwise explicitly provided in this Agreement, the terms of the applicable collective bargaining agreement between the parties will remain in effect.

Nothing in this agreement is intended to prevent a nurse from accessing other state or federal benefits for which they may qualify. This agreement shall be effective upon signature and shall continue through May 31, 2020, with the option to extend upon mutual agreement should the declared State of Emergency (local or state) continue, or the public health guidance remain the same.

Signed and effective this 20<sup>th</sup> day of APRIL, 2020

  
WSNA

  
Ryan Lowder, HR Manager