We Need COVID Sick Pay!

Join more than 947 Samaritan nurses as we bargain for COVID sick pay. Come to a membership meeting and learn how car signs, petitions, and buttons will be used to gain strength for our next bargaining session on Dec. 3. Share your COVID exposure stories, take pics with a car sign, and post on our Facebook page.

Virtual Membership Meetings by Zoom

- Friday, Nov. 27 – from 4 to 5 p.m. (1600-1700)
- Wednesday, Dec. 2 – from 4 to 5 p.m. (1600-1700)

Corvallis Give Back Program

As nurses, caring for our community is an integral part of our lives, one which brings us great joy and satisfaction. Your executive committee has partnered with Jackson Street Youth Services and Corvallis Manor to help fulfill some of their needs. Please support our community partners. We are only accepting cash contributions (due to COVID-19).

Please find an envelope in the narc drawer. Donations will go to purchase gifts and be delivered to the children and residents.

Jackson Street Youth Services

Statistics show that approximately one in 10 Americans ages 18 to 25, and one in 30 adolescents ages 13 to 17, endures some form of homelessness. (Missed Opportunities: Youth Homelessness in America) 50 percent of adolescents aging out of foster care and juvenile justice systems will be homeless within six months because they are unprepared to live independently and have limited education and no social support. Join us in providing gifts for these, often forgotten youth.

Corvallis Manor

The devastating emotional impact on many nursing home residents has also translated into accelerated physical and mental health decline (The Huge Emotional Toll COVID-19 Is Taking on Nursing Home Residents 2020). Corvallis Manor provides post-acute care, respite care, and long-term care for approximately 70 people. This year has been especially difficult for those residing there. Upon admission they are required to quarantine for 14 days and must quarantine after any doctor’s appointment, emergency department or hospital visit.

continued on page 2
ONA Samaritan Nurses Corvallis Give Back Program  (continued from page 1)

They spend much of their time in their rooms as group activities are not feasible. Art supplies, puzzles, games, and other products that were once group items are now one person use only and the activities budget is being stretched as best it can.

The Corvallis Manor Activities Director Alice Davis said that anything we do to put a smile on the residents’ faces will be appreciated. These are people we serve daily; we can make a difference.

New Grievance Officer

I am your new Grievance Officer. I’ve been working night shift on Med Surg at Good Samaritan Regional Medical Center (GSRMC) for five years. My goals as Grievance Officer include supporting our membership with contract compliance issues and striving to work with the hospital in a professional, cooperative manner.

Grievance Updates:

Did you know that you have the right to ask where you are on the cancellation list or if there are travelers in-house?

The ONA nurse has the option to work anywhere they are cross trained to. We work before traveler nurses.

Grievance: Nurses were cut out of order. Practice: If two nurses are on OT, staffing will cancel based on the date you picked up the shift. Last to pick up is the first to be cancelled, unless there are patients with specific needs and a nurse who possesses that skill.

We won this grievance and our nurse was paid for lost wages.

LMCC

The Labor Management Cooperation Committee (LMCC) is a committee tasked with resolving issues related to the contract and labor before they become grievances. Managers, administration and ONA executive members sit on this committee.

Current issues:

ONA Questions:

1. What harm is there if we rescind a partial requested voluntary absence (RVA)?

2. What if our patient suddenly becomes critical and we need to stay to ensure continuity of care?

GSRMC Answer: It’s reported that the staffing office is not set up to go searching through a list of requests for time off until they find someone.

GSRMC Solution Offered: Don’t take higher acuity patients if you have an RVA.

PPE & COVID Updates

- In March we issued a demand to bargain for safer COVID-19 working conditions. We wanted evidence-based PPE policies, transparency with exposures, and a sick bank like the rest of the workers in the country.

- In October ONA finally got the employer to the table. Unfortunately, it wasn't before Lebanon became known as a hotspot. As a result, SHS started giving exposed workers up to three days of paid time off. This is only applied until workers compensation kicks in and only if SHS says it's a workplace exposure. This does not help our sick nurses that self-isolate and come to work. Those nurses need a sick bank to ensure they can stay home and prevent the spread of this infection.

- Another exciting breakthrough is free testing for employees! Look for this soon.
Happy Holidays! Or are they? With short staffing and sick call outs you should know that Samaritan refuses to pay our PerDiem nurses holiday pay and Oregon Bureau of Labor and Industries and overtime in the same week. Last contract we rectified this for all nurses, but SHS refuses to include our PerDiems.

We continue to fight for this contractual benefit for all nurses. This can be found in Article 5, D. Holidays. Contact a steward if it happens.

**What is a Steward?**

Stewards are the heart of our Bargaining Unit. They work to ensure our nurses’ have the knowledge they need to understand our contract and their rights; empowering them to advocate for themselves and others. No commitment required to take the class.

**ONA is offering Virtual Steward Trainings.** Please contact membership at GSRMC.RNA@gmail.com to sign up for the next class.

---

### Upcoming Events and Trainings:

If you have not attended an ONA New Employee Presentation or would like a refresher please email membership at gsr.membership@gmail.com and let us know which class you would like to attend.

Please Note: Only new hires with manager approval may receive pay for attending.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Conference Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/10/2020</td>
<td>0730-0830</td>
<td>Neville</td>
</tr>
<tr>
<td></td>
<td>1930-2030</td>
<td>HP</td>
</tr>
<tr>
<td>12/21/2020</td>
<td>0730-0830</td>
<td>Neville</td>
</tr>
<tr>
<td></td>
<td>1930-2030</td>
<td>HP</td>
</tr>
</tbody>
</table>

**Article 5.D. Holidays:** Hours worked by nurses on New Year's Day, Easter, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve Day, Christmas Day, and such other days as the Medical Center may designate as holidays for non-contractual employees during the term of the agreement will be paid at the rate of time and one-half the nurse’s regular hourly rate. For night shift nurses, the shift will be deemed to occur on one of such holidays if half or more of the nurse’s scheduled hours for the shift are on the holiday. New Year's holiday for evening shift nurses is the evening before the holiday.

*A nurse who works an extra shift in the same week as working a regularly scheduled shift on a recognized holiday shall receive premium pay for the extra shift(s) per Article 22.L.*
**PNCC Update**

If you are working on an online class, for the most part you will need to use the Professional Nursing Care Committee (PNCC) online form, keeping track of dates, hours, and times you worked on it (you can’t include the time if you completed or attended it at work).

If you are attending a virtual conference that you would have attended personally prior to COVID-19, you still should ask for the time in Kronos, and use the PNCC Workshop request form. In all cases, education must be kept within the constraints of your schedule, and not trigger overtime.

If you have any questions, please email us at gshpncced@gmail.com.

---

**Nurses Out Front: The Future of Nurse-Driven Health Reform**

Nurses have not always been full partners in making decisions about health care reform despite their extensive frontline experience.

- What are nurses’ health reform priorities?
- How can nurses influence health policy?

If you are looking to make a difference, log on to an upcoming discussion on **Friday, Dec. 11, 2020**, hosted by Oregon Health Forum (OHF) and sponsored by Oregon Nurses Association (ONA). The event will also cover addressing systemic inequities and how they will shape future policy.

**Click here** to register for this free event today!

www.oregonhealthforum.org/2020/10/01/december-3-2020-nurses-out-front-the-future-of-nurse-driven-health-reform/

---

**ONA Nurse Leadership Institute - Build Your Leadership Skills**

Are you interested in taking your career to the next level? Apply today for the Oregon Nurses Association’s Nurse Leadership Institute (NLI). This free, year-long program is designed to help you improve your leadership and communication skills. Join a dynamic group of people who want to make positive change in health care through politics, practice and labor. In 2021, the NLI will focus on equity in nursing and health care during a series of monthly classes, a group project and a mentorship opportunity.

Space is limited, to learn more and complete your application, visit: