We countered management’s proposals Thursday, April 23. Clearly, we are far apart on a benefits package that provides ALL Hood River nurses with generous compensation for sacrificing your annual leave and sick leave for a combined paid time off (PTO).

We believe we deserve a generous benefits package that includes a decent across the board cost of living increase combined with additional base wage increases for nurses who have provided service to Providence for sixteen plus years and the ability to have options related to your sick bank including a buyout.

The column to the right shows the details of Oregon Nurses Association’s (ONA) and Providence’s economic proposals:

**ONA Union:**
- 3-year contract
- 5% retro to Jan 1, 2020
- 5% January 1, 2021
- 5.5% January 1, 2022
- Additional 2.5% base increase for 16 plus year nurses

**Options for a Sick Leave Buyout:**
1. A nurse may cash out her/his sick leave bank at 75% (seventy-five percent) or.
2. A nurse will have the option to have her/his sick leave bank accrual frozen & may use the remaining bank through the end of the nurses Providence service. or
3. A nurse may roll over 400 hours or less to her/his PTO at 75% (seventy-five percent). any remaining hours will be paid out to the employee at 75% (seventy-five percent).

**PHRMH Management:**
- 4-year Contract
- Across the board increases of 2% only in 2020 & 2023 with a Providence market value increase
- No Sick Time buyout proposal
- No longevity benefit to nurses who have provided many years of service to Providence
- A combined PTO bank with accruals much less than most nurses currently receive

Management made it clear to our team that their priority is a combined PTO bank. We have heard from many nurses that Providence’s offer is insufficient.

Sign this petition to tell Providence you deserve a better benefits package that supports PHRMH nurses.
Paystubs & Differential Pay

Check Your Paystubs for Differential Pay

We are hearing from Hood River nurses that differentials are not included in sick leave and PTO pay. Preceptor pay may also be missing from pay stubs.

To track these, we need you to look at your paystubs for the last six months where you have been on leave.

Click the link below and let us know what type of differential you were missing and when.

https://forms.gle/PxS9NcHUWaZdCA9Q7

Stay Informed & Stay Safe at Work

The ONA/PHRMH bargaining unit leadership wants to make sure in these unprecedented times that you are informed of your rights as a union member and as a nurse. Be sure to visit ONA’s COVID-19 Resource Center at www.OregonRN.org/Coronavirus for an abundance of information to keep us updated, informed and safe.

Informative FAQs regarding working during the COVID-19 crisis:

www.OregonRN.org/coronavirus
www.OregonRN.org/coronavirus/FAQs

Below are some links to important issues we have been hearing on the units:

Are you concerned about being exposed to the COVID-19 virus on your unit because you don’t have adequate PPE? Understand your rights to decline an assignment under the Oregon Board of Nursing (OSBN) rules.

• www.OregonRN.org/declining-unsafe-assignments
• OSBN Updated Position Statement on COVID-19
• OHA Provisional Guidance: Clinical Care & Healthcare Infection Prevention & Control COVID-19
• CDC Sequence for Putting On PPE

Underlying Health Condition That Puts Me at Risk?

What do I do if I have an underlying health condition that puts me at risk?

Do you have an underlying health condition that may put you at risk to the COVID-19 virus according to the Centers for Disease Control and Prevention (CDC)?

You may want to initiate an American with Disabilities Act (ADA) accommodation to avoid the virus at work. Here is what you need to do:

♦ If I have an underlying health condition could I seek an accommodation under ADA?

• Yes. There are three populations that are potentially vulnerable to complications that may want to request an accommodation under the ADA from their employer:
  ◊ Older adults (currently over sixty years of age)
  ◊ People who have serious chronic medical conditions like: heart disease, diabetes, or lung disease.
  ◊ Immunocompromised

Note: These criteria are subject to change based upon updated guidelines from CDC.

continued on page 3
CDC guidance should be consulted by any potentially effected nurses.

- We recommend that health care providers with underlying health conditions take proactive steps NOW to avoid risk of exposure by requesting your employer provide you an accommodation under the ADA.

How do I make a request for an accommodation under ADA?

- Begin the process by obtaining a note from your provider supporting the need for an accommodation. You should approach your employer with the requested accommodation by making a formal request for an accommodation. This can begin with an e-mail to your supervisor. The employer will likely ask for provider support for your request, which you should provide as quickly as possible.

What ADA accommodation should I seek?

- Each accommodation will be personal and based on what the individual seeking the accommodation needs and what the employer is required under the law to provide. Reasonable accommodations may include not being assigned COVID-19 patients or suspected patients, use of personal protection equipment (PPE) or different PPE than provided, and reassignment to other job duties.

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**MOU**

We have negotiated a Memorandum of Understanding (MOU) with PHRMH to provide much needed support to nurses who may be quarantined, may need support to care for their children, parents or grandparents, nurses who have been furloughed and more.

Click here to read the MOU or go to: www.OregonRN.org/78 and follow the link.

**Membership!**

Everyday ONA is engaged with nurses in the field to support you during these unprecedented times.

If you are not yet a member, click here or go to www.OregonRN.org/Apply to complete an application or go to: www.OregonRN.org/7 for more information on member benefits. Email MemberServices@OregonRN.org or Call (503) 293-0011.

The more nurses who are engaged members the more power we have to fight for more safety concerns!
Oregon nurses and frontline health care workers are risking their lives everyday to save patients during the COVID-19 pandemic. Yet, far too many of our hospitals and facilities are not protecting us.

For more than a month, frontline Oregon health care workers and their unions have fought 24/7 for the minimum of COVID-19 protections. However, the vast majority of hospitals, clinics, and health care facilities in Oregon have refused to agree to emergency COVID-19 protections for health care workers. After our courageous health care workers helped flatten the curve to delay Oregon’s surge, it is critical that employers treat their workers with the respect and dignity they deserve and do everything in their power to protect nurses, first responders and all essential workers.

That's why we're asking Governor Kate Brown to insist that health care employers come to the table with their workers and get COVID-19 protections in place before the lives of Oregon health care providers are lost.

Sign the petition to urge Governor Brown to intervene in this extraordinary public health and workers’ rights emergency. We need every employer to help protect all nurses! Stand with all frontline health care workers in Oregon.

Click here to sign the petition or visit www.OregonRN.org/Petition

Completing the Staffing Request & Documentation Form (SRDF) During the COVID-19 State of Emergency

SRDFs & COVID-19

Many processes within hospitals have changed since COVID-19 came to Oregon. With the current State of Emergency, it is not required that the hospital follow staffing plans or the Oregon Hospital Nurse Staffing Law.

However, it continues to be crucial to collect staffing data from within our facilities. The SRDF collects many data points in addition to whether the staffing plan has been followed, and we encourage all members to continue filling out SRDFs when an unsafely staffed shift occurs or patient care is impacted.

To make filling out an SRDF as accessible as possible, the online form is mobile compatible, and a computer is not required to fill it out.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or as soon as possible. The SRDF can be found online at OregonRN.org/SRDF. This version is web and mobile compatible.

A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org