Act Now To Stand Together
For A Fair Contract

For the last two weeks, ONA bargaining team members and volunteer leaders have been holding face-to-face conversations about standing together to settle a fair contract. If you have not had a chance to talk with a bargaining team member or a volunteer leader to get an update and sign our petition for a fair contract, please contact one of the following bargaining team members:

Brittany Foss – brittanyrfoss@gmail.com
Paula Chakowski – pchakowski@gmail.com
Pam Howard – harooneous@gmail.com
Timothy Welp, ONA Labor Representative (503) 748-9768 or welp@oregonrn.org

Kronos Timekeeping Updates

Providence has announced changes to the Kronos timekeeping process, which will take effect Sept. 27. Many members have contacted us about this change and asked how ONA will respond and how this will impact their work.

Here’s How We Are Responding:

Coordinating systemwide discussions despite constraints. Providence has refused to meet with ONA leaders at a common table and has maintained that we must bargain this unit-by-unit e.g. Providence Willamette Falls Medical Center (PWFMC), Providence Portland Medical Center and Providence Hood River Medical Center, etc.

Your ONA nurse leaders at Providence facilities have been meeting weekly since the COVID-19 pandemic to bargain over the MOU and COVID-19 protections. These ONA Providence bargaining unit leaders have asked ONA’s bargaining team at PWFMC to take the lead on negotiating these changes to address issues that impact our members across Providence.

The PWFMC bargaining team met with Providence management on Sept. 7. They reviewed the proposed changes, discussed the new process, and the impact this would have on our members.

What We Learned at our First Session:

It appears most of these changes will ultimately be beneficial to nurses, such as stopping the “rounding system” which has historically disadvantaged workers.

Combined meals plus breaks:

If these are already allowed in your unit, they will still be available.

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Kronos Timekeeping Updates (continued from page 1)

Nurses will have a “button” on Kronos or option on computer entries at the end of their combined meal break. This will only be available after 45 minutes following leaving for your meal break. By entering this special meal/break, nurses will be credited with 15 minutes of paid rest break.

**Home Health and Hospice nurses:**
- We are seeking clarification on how the meal clock out will work in the field.

**Donning and doffing work scrubs:**
- Nurses should clock in before changing into work required scrubs.

**No discipline for increased incremental overtime:**
- Due to the elimination of rounding, nurses will now be compensated for all work time. It is likely that this will result in more incremental overtime. Providence is aware of this and nurses should not be disciplined, or negatively evaluated, for doing their jobs.

Providence has provided an FAQ and other information that answers many nurses’ questions. In addition, the new HealthStream modules are helpful.

We have also requested more information on how nurses who are required to return early from a meal break will still receive pay for their 15-minute break.

**What’s Next?**

If our questions are answered and it appears Providence has addressed the ONA concerns, we expect that these Kronos changes will begin at the end of September.

Reach out to us. If you have any concerns, questions or feedback please contact your bargaining unit leaders, union steward or labor representative.

AFL-CIO Call for Action On OSHA Standards

Facing the coronavirus outbreak, unprecedented wildfires, an economic free-fall, and long-standing structural racism, these are incredibly difficult times for Oregon’s working people and families.

It’s clear working people need more protections on-the-job, not less. Sadly, Oregon OSHA, the state’s agency designed to protect workers, has completely abdicated its duty to keep workers safe.

The current and proposed Oregon OSHA rules to make sure work is safe are not nearly enough, leading to workers being needlessly exposed to COVID-19 and fueling workplace outbreaks. With more than 500 Oregonians dead as a result of COVID-19, many of whom contracted the virus through a workplace outbreak, we cannot afford anything less than strong protections at work.

We need your help to implement strong, comprehensive workplace protections from infectious diseases like COVID-19 for all Oregonians.

It’s time to call on Governor Brown and urge her to make work safe, before it’s too late. [Click here to urge Gov. Brown to make Work safe!]
Make Our Union Stronger by Becoming a Steward

Learn how to represent your coworkers, solve workplace problems, welcome new union members, and build your union’s overall power to make improvements for nurses by attending a steward training.

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleagues questions and discuss concerns and help keep every nurse up to date on important union activities.

There are multiple opportunities to participate in a virtual steward training to learn more and help build our union. Click on the training and date below to register for a training.

**Statewide Steward Trainings**
- Sept. 26, 9 a.m. – 1 p.m.
- Nov. 7, 9 a.m. - 1 p.m.

**Providence-specific Steward Trainings**
- Oct. 14, 9 a.m. - 1 p.m.
- Nov. 19, 10 a.m. - 2 p.m.

Collecting Your COVID-19 Stories

Your local nurse leaders continue meeting with Providence administration to push for important COVID-19 protections and extensions.

We are currently waiting for a response from Providence to our last MOU proposal with protections. We want you to know that we are advocating for every member. We need your help to show Providence this affects all of us.

Share your story about how Providence’s repeated cuts and refusal to provide nurses and workers COVID-19 protections affects you, your coworkers, and your family or share how other Providence decisions (like trying to outlaw buttons or your experiences with Sedgwick) have left you feeling unsupported.

With enough stories we can sound the alarm and convince Providence to start Protecting People, Not Profits!

Click here to share your story.

Do not forget to ask your coworkers to do the same.

**We are strongest when we stand together.**

ONA Statement on Forced Sterilization at ICE Detention Center

We are outraged by reports that health care providers and officials at a U.S. Immigration and Customs Enforcement (ICE) facility run by a private prison company have denied immigrants basic medical care and sterilized women against their will.

These human rights abuses defy every health care providers’ code of ethics and continue a cruel and tragic history of health care providers and government officials ignoring and abusing the rights of Black, Indigenous, and People of Color (BIPOC). Nurses are called to be advocates for our patients and to promote and protect all peoples’ rights.

We join our colleagues throughout the country and around the world in calling for an immediate investigation into these charges and we applaud the nurse whistleblower who spoke out to bring these atrocities to light. Dawn Wooten is an inspiring example of a nurse’s commitment to her patients.

Travis Nelson, RN, ONA Cabinet on Health Policy
Deborah Riddick, JD, RN, ONA Director of Government Relations

Read the full complaint filed by the nurse whistleblower and advocacy groups
Pandemic or Unemployment Assistance

Lost Hours?
If you’re being low censused you may qualify for either benefit.

Unemployment Benefits
If you are losing hours and worked at least 500 hours last year OR earned more than $1,000 last year and worked throughout the year, you may be eligible for unemployment benefits.

For most nurses, if you were paid less than $648 in a week, you’re likely eligible. Note: Unemployment is not a substitute for paid leave. If you used paid leave to fill in for hours you would normally be working, unemployment benefits will not cover those hours.

Benefits range from $151/week to $648/week per person. Individuals are eligible to receive 1.25 percent of your yearly earnings per week.

How Do I Apply?
Apply for unemployment benefits click here, or go to: https://bit.ly/Online-Claim-System.

Pandemic Unemployment Assistance
Even if you don’t qualify for regular unemployment benefits, people out of work due to COVID-19 are eligible for pandemic assistance.

Assistance ranges from $205/week to $648/week. You can receive 1.25 percent of your yearly earnings per week.

How Do I Apply? Apply for pandemic unemployment assistance click here, or go to: https://govstatus.egov.com/PUA

Please note that this is not legal advice. This summary is based on our understanding of Employment Department rules. If you have a legal question, you should speak with an attorney. ONA members receive a free half-hour consultation with a local law firm as a member benefit. Contact information is available at the ONA website. www.oregonrn.org/485