New Flu Vaccination Policy Requires the Hospital to Meet With Us

In late Sept. 2017, a Mid-Columbia nurse notified ONA that a new policy would be rolling out on Dec. 1 regarding flu vaccination.

This policy requires that nurses either:

- Receive the flu vaccination and wear a sticker visibly on your name badge saying that you did so.
- Wear a mask in patient care areas

We filed an information request asking for 2 items:

- A copy of the new policy
- A copy of the declination form

We also stated that we may want to bargain over this change in working conditions. The employer stated that they believed they had the right to change policies without meeting with ONA. To some extent that is true, but not when labor and disability law supersedes.

We received the policy in draft form on Oct. 24 and the declination form on Nov. 6. After careful review of these items, we filed a demand to bargain on Nov. 7.

We are concerned about nurses with medical contraindications to the vaccine, the strictness of the policy and that nurses could be disciplined for not complying with the policy.

Unfortunately, the employer unilaterally chose to move up the in-effect date of the policy by more than two weeks.

Our main concern with this new policy is the stigma that is placed on the nurse for not receiving the flu vaccination. Those who have medical contraindications to the flu vaccine are now forced to wear a mask, which breaches on a nurse’s private health information. ONA does support flu vaccination, but not mandatory masking if the nurse cannot receive the vaccination or chooses not to for other reasons. We are looking forward to meeting with the employer to discuss a reasonable policy that is evidence-based.

To date, the employer has not responded to our demand to bargain.
Union Meeting Coming Up!

Bargaining is right around the corner and we would like to meet with you and hear about your top priorities! Bargaining unit chair Kathy O’Meara and steward Jacque Roberts have scheduled a meeting. The details are as follows:

**Thursday Dec. 7**
**6:30 - 8:30 p.m.**
**Spooky’s Pizza**
3320 W 6th St, The Dalles, OR 97058

ONA will provide pizza, salad, and non-alcoholic drinks.

Please RSVP to *pitman@oregonrn.org* by Monday, Dec. 4.

See you there!

Vote YES on Measure 101 to Protect Health Care Access

Oregon voters will face a decision on whether or not to protect health care for more than 350,000 children, adults with disabilities, seniors, and low-income families in a special election Jan. 23, 2018.

Measure 101 asks voters to uphold the bipartisan Oregon Healthcare Protections Bill which the legislature passed in the 2017 legislative session. Nurses, hospitals, insurers, Democrats and Republicans all supported the bill in order to fund health care and lower premiums for more than half a million Oregonians.

**Voting YES on Measure 101 means protecting health care for Oregonians who otherwise couldn't afford care** and are too often forced to go to the emergency room when they are sick. If the measure fails, thousands of our most vulnerable patients will be in jeopardy of losing their health care.

It is critical we stand together to protect Oregon families by supporting Measure 101 in the Jan. 23 special election.

If Measure 101 fails, over 350,000 Oregonians could lose their healthcare coverage.

Learn more, get involved, and add your name to pledge to vote YES on Measure 101 at: