Vaccine Mandate Agreement Ratified

Our members have unanimously ratified (agreed to) the vaccine mandate agreement as of September 27, 2021. The vote was open for one week. You can review the agreement here:


Highlights include:

- A requirement to receive and report recommended boosters. Only those with a need to know will be privy to vaccine information.
- A layoff process rather than termination for unvaccinated nurses as of October 18, 2021
- Laid off employees will be placed on a recall list for two years from the date they notify MCHD that they are fully vaccinated
- MCHD agrees not to contest unemployment benefits and treat separations as layoffs however they cannot make commitments on eligibility.
- Religious and medical exception/exemption forms are consistent with what the Oregon Health Authority (OHA) provides
- Testing will be paid by MCHD
- Access to accrued sick leave, vacation, compensatory time and holiday banks for those who those who have not taken their second vaccine dose by October 13 or those who have submitted an exception/exemption form and are denied by October 18.
- The previously agreed to Emergency Protected Sick Leave (EPSL) and Expanded Family Medical Leave (E-FMLA) agreement is now extended to June 30, 2022. This agreement has additional leave protections in it for COVID-19 related reasons.
- If EPSL is exhausted or is below 16 hours, nurses will be granted 16 hours of leave for vaccine side effects. If the nurse regularly works a shift length greater than 8 hours, they will receive the equivalent of two days of paid leave.

These new agreements are subject to the grievance procedure.

Please contact one of our officers or labor rep if you have any questions!

Space is limited, register now!

www.OregonRN.org/Steward-Training

Topics and Dates

Introductory Steward Training
- Saturday, October 16, 2021
- Wednesday, November 17, 2021
- Thursday, December 9, 2021

Grievance Handling Training
- Saturday, October 9, 2021

Building Worksite Power Training
- Wednesday, November 10, 2021
Contract Negotiations Update and Bargaining Unit Meeting

You may have seen that we extended the bargaining survey so that we can have increased participation, regardless of membership. That survey expires on October 4.

Human Resources asked us if we were willing to delay starting contract negotiations, as we were scheduled to start October 4. Their reasoning is due to their short staffing in the HR department. We reluctantly agreed, even though we have been dealing with short staffing for months and our concerns are falling on deaf ears. We are now scheduled to start October 18.

Due to the new start date, we would like you to come to our bargaining unit meeting scheduled October 14 at 6 p.m. via Zoom. We will be going over the proposals we have developed based upon your survey results and grievances we haven’t been able to resolve yet.

Bargaining Unit Meeting

Please join October 14 at 6 p.m.

https://zoom.us/j/98459631681?pwd=UW16cmJEWUJuYWpKUK1nY0RhY1c3Zz09

Meeting ID: 984 5963 1681
Passcode: 691979

ANA Resilience & Nurse Suicide Prevention Resource Site

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention. Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients. Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA’s Resilience and Nurse Suicide Prevention Resource site provides information and tools to:

- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need.

Nurses, you are not alone. Help is available. Learn more here.