With the upcoming holidays and the potential for severe winter weather in the Portland Metro area, we wanted to send out a quick note reminding folks of pertinent contractual provisions and to answer some frequently asked questions.

**How do I know if OHSU has declared inclement weather when “long-term” modified operations is currently in place?**

- Visit the O2 home page for updates
- Call OHSU Alert Line (503) 494-9021
- Check OHSU Now posts for alerts at 5 a.m., 9 a.m., 1 p.m., 5 p.m. and 9 p.m.
- Sign up for Modified Operations Text Alerts here: https://o2.ohsu.edu/emergency-management/modified-operations.cfm

**I’m concerned about my commute into work. How can I check on Marquam Hill Road conditions?**

- Driving and parking conditions can be checked via the OHSU Alert Line phone number listed above
- Check the OHSU campus road cams here: https://www.ohsu.edu/visit/road-cams

Although OHSU has not officially declared inclement weather, there are road conditions that may prevent me from getting safely to work. What should I do?

Per Article 7.11 in the OHSU/ONA 2020-2023 contract, you should act in your own and OHSU-shared best interests to remain safe. If you find yourself unable to safely commute to work in a timely fashion, you will receive no loss of pay for reporting less than two (2) hours of work later than your scheduled start time provided every reasonable effort has been made to report to work on time. Arrivals later than two (2) hours beyond scheduled start time shall be paid based upon actual hours worked.

If you are unable to report to work provided every reasonable effort has been made, you may use vacation, compensatory time or take leave without pay. Per your supervisor’s discretion, you may make up this lost time provided that it does not require payment of overtime or premium pay. (Article 7.10.4).

I’m concerned about safely commuting home and back before my next shift tomorrow. What should I do?
Notify your management team about a desire to stay at your work site and they should make an effort to arrange overnight lodging for you.

I arrived to work during inclement weather only to find out that my work area is closed. If you arrive to work a regularly scheduled shift without having received notice of work area closure at least one (1) hour prior to start of shift, you shall be paid for the full shift of work (Article 7.10.1).

Can my manager require me to spend the night beyond my scheduled shift?

Management should not be requiring RNs to stay at the hospital following their scheduled shift outside of the normal mandatory OT process in the contract and Nurse Staffing Law. Outside of that, staying beyond the shift should be on a volunteer basis only.