Welcome Jamie Aguilar!

Jamie has joined our PHHH Executive Committee as Membership Chair after a special election in mid-June. Jamie is an Eastside Home Health nurse. She will be helping us by meeting with new hires: explaining what being an ONA nurse means, explaining union rights and protections, talking about the importance of membership, and asking people to join. In addition, she will help us increase our overall membership in the bargaining unit. She ran unopposed. Please take a moment to thank Jamie for becoming a union officer!

Current Grievances

Two grievances have been filed in the last few weeks that affect multiple nurses:

Hospice Access Low Census Grievance

- Nurses in the Hospice Access department have been experiencing a high rate of low census for the last several months. Following are the issues that we have identified:
  - Nurses are being called off shift without two hours’ notice prior to the start of the shift (violation of Article 5, section K of the contract);
  - Nurses were not getting their four-hour minimum of pay in some cases (violation of Article 5, section K);
  - Nurses were documented as taking voluntary call-off when it was indeed mandatory (violation of Article 5, section O);
  - Between April 3 through April 30, we had an interim COVID-19 agreement that secured pay for partial department closures. Home Health nurses were low censused during this time, yet kept whole in their pay while Hospice Access was not.

Currently, we have four nurses that are a part of this grievance. We had our step one meeting with Maria Champoux and Mary Howard in human resources on Aug. 5. The meeting went smoothly. We should be hearing their decision in the next ten days.
Current Grievances (continued from page 1)

If these issues affect you, please contact our labor representative Jocelyn at Pitman@OregonRN.org.

Per Diem Differential Pay

Three per diem nurses in hospice (both Access and Field) filed a grievance on Aug. 6 regarding their missing differential ($4 per hour) and the backpay associated with it. While human resources did agree to add the differential to their pay and pay them back to June 28, 2019 (when the current contract was ratified), the nurses are not satisfied with that response. We are asking for backpay to when these nurses were first hired, which in some cases is at least six years ago. If you are per diem nurse and you believe this affects you, please contact our labor representative Jocelyn at Pitman@OregonRN.org.

Treasurer’s Report

By: Michael Port, RN, CHPN
Hospice Access

Our fiscal year (FY) ended June 30 and the end of year report had no surprises. Member dues were the sole source of income and the only expense we incurred was a gift card presented to Elayne Dragomir upon her retirement in recognition of her many years of service to and leadership of the bargaining unit.

Financial Report for FY ending June 30, 2020

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Beginning balance 7/1/19</td>
<td>$4,663</td>
</tr>
<tr>
<td>Income (member dues)</td>
<td>$4,816</td>
</tr>
<tr>
<td>Expenses</td>
<td>$158</td>
</tr>
<tr>
<td>Ending Balance 6/30/20</td>
<td>$9,321</td>
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</tbody>
</table>

In May, the executive team approved a budget to help guide our finances for the next several years. Income and expenses will be monitored on an ongoing basis and adjustments made as necessary. If you have any questions regarding your bargaining unit finances, please contact me at Michael.Port@Providence.org.

See PHHH’s 2020-2023 proposed budget on page 3 of this newsletter.
# PHH&H Proposed Budget July 1, 2020-June 30, 2023

## Income

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<tr>
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</thead>
<tbody>
<tr>
<td>Member dues</td>
<td>$4,800</td>
<td>$4,800</td>
<td>$4,800</td>
<td>$4,800</td>
<td>$4,800</td>
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<tr>
<td>General fund from prior year</td>
<td>$4,663</td>
<td>$3,105</td>
<td>$3,105</td>
<td>$3,105</td>
<td>$2,105</td>
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<tr>
<td>Bargaining stipend set aside</td>
<td>$4,800</td>
<td>$4,800</td>
<td>$4,800</td>
<td>$4,800</td>
<td>$4,800</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>$9,463</strong></td>
<td><strong>$7,905</strong></td>
<td><strong>$7,905</strong></td>
<td><strong>$19,905</strong></td>
<td><strong>$6,905</strong></td>
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## Expenses

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<tbody>
<tr>
<td>Member education/supply reimbursement program</td>
<td>$200</td>
<td>$900</td>
<td>$900</td>
<td>$900</td>
<td>$900</td>
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<tr>
<td>Stipends to attend ONA events/emergency bargaining sessions</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
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<tr>
<td>Admin costs (mailing, printing, etc.)</td>
<td>$150</td>
<td>$150</td>
<td>$150</td>
<td>$150</td>
<td>$150</td>
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<tr>
<td>Set aside for contract bargaining 2022-23</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
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<tr>
<td>Meeting meals not r/t bargaining</td>
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<td>$150</td>
<td>$150</td>
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</tr>
<tr>
<td>Bargaining stipends</td>
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<tr>
<td>Meals r/t bargaining</td>
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<td>$1,000</td>
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<tr>
<td>Misc.</td>
<td>$158</td>
<td>$100</td>
<td>$100</td>
<td>$100</td>
<td>$100</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,358</strong></td>
<td><strong>$4,800</strong></td>
<td><strong>$4,800</strong></td>
<td><strong>$17,800</strong></td>
<td><strong>$4,800</strong></td>
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## Money Left Over

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<tbody>
<tr>
<td>Income minus expenses</td>
<td>$6,105</td>
<td>$3,105</td>
<td>$3,105</td>
<td>$2,105</td>
<td>$2,105</td>
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<tr>
<td>Bargaining stipend set aside fund</td>
<td>$3,000</td>
<td>$6,000</td>
<td>$9,000</td>
<td>$0</td>
<td>$3,000</td>
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<tr>
<td>General fund to carry over to next year</td>
<td>$3,105</td>
<td>$3,105</td>
<td>$3,105</td>
<td>$2,105</td>
<td>$2,105</td>
</tr>
</tbody>
</table>

## Money Out

- 64%: Member education/supply reimbursement Program
- 19%: Stipends to attend ONA events/emergency bargaining sessions
- 11%: Admin costs (Mailing, printing, etc.)
- 3%: Set aside for contract bargaining 2022-23
- 3%: Meeting meals not r/t bargaining
PNCC Meeting Minutes
July 23, 2020
1430-1630

LOCATION: Video: Microsoft Office Teams

ATTENDANCE:
Present: Lori Curtis, Pam Bacon, Jocelyn Pitman, Amy Gonzalez, Carlinda Deweese, Tiffany Eder
Absent: Maureen Cooper-Gaine, Kathleen Leendertse
Guest: Therese Hooft, Jeffery Foley, Susan Murtha, Jane Brandes, Mary Howard

PNCC BUSINESS:
Foley, Jeffery RN
• Request to consider Dementia Certification
  • Presented benefits and will email more information concerning this certification
  • PNCC to vote during next meeting

UNFINISHED BUSINESS:
ON HOLD during Pandemic:
• Nurse Leadership: Clinical supervisors for RNs – Update Jocelyn/Pam
  • Job description: Changes made to description without MHRN notification
  • Mental Health Clinical Oversight: Supervisor and/or consulting psychiatrist or Psychiatric Nurse Practitioner (PNP)

NEW BUSINESS:
Fit Testing
Face Shields
• Fogging exacerbated by environmental control
  • Face shield use is now in effect in Providence clinics
  • Administration to explore anti-fog products
  • Nurse % overheating- report of a nurse who almost passed out

Face Mask
• ONA has medical grade face masks; not FDA
• Oregon Board of Nursing does not recommend mask reuse N95
• Need to clarify reuse policy

ONA Legislative Issue Survey
• Encourage nurses to participate
• Will receive ONA face mask

COVID-19 potential exposure Hospice
• Two incidents of nurses assigned to PUI without knowing before visit
• ONA incident of nurse resynced before visit and discovered PUI and N95 necessary for visit
• Caused delay in SOC

PPE Supply
• Masks
  • Nurses now receiving 10 masks at a time
  • Is this two masks a day or now given two-week supply?
  • Sani-Wipes
  • Increase access

Per Susan Murtha email: "It is increasingly important for you to wear PPE as intended, including masks and face shields. If you are unable to wear a face shield for any reason, please connect with your supervisor. This is and will not be punitive. It is only intended for us to know who is struggling so that we can come up with a plan to protect you. If we don’t hear from you, then we assume that you are able to wear the requested PPE without issue."

* Do nurses know they are to notify the supervisor if they have any issue wearing a face shield?
* ONA consider developing a survey

Continued on page 5
Low Census Call Off

- Hospice Access not receiving adequate notice before cancellation (less than two hrs.)
- Pressure for nurses to take themselves off
- Not offered work opportunity in labor pool
- Flexing too many; leaving inability to tend to crisis patient needs

Remind Nurses To Use Short Staffing Form

- This form goes to PNCC to problem solve

On-Call Process reviewed

- Providence could use on-call to address staffing needs

MOU

- Response on Monday; will have information soon

Joint Meeting with Administration: Susan Murtha, Jane Brandes, Mary Howard

Face Shield antifogging update

- Exploring purchase of Fog Gone; used by divers (Susan)

N95

- Many questions about N95 mask
  * Concerns with moisture (sweat) how does this effect mask
  * Adequate to supply to change as needed
  * Storing mask for 72 hrs. after use
- Will consult experts
- Need clarification on use and reuse policy
- New information from Twilla and Lisa will be forwarded to PNCC (per Susan)
- Number of N95 masks allowed per nurse
  * Just ask, nurse to have reasonable conversation (per Jane)
- Number of nurses fit tested
  * Tests are occurring rapidly and number unknown

Hand sanitizer

- Recall of hand sanitizer made with methanol
- Home Health collecting empty bottles of Purell and refilled with an unknown hand sanitizer; some have pink tint
- Where hand sanitizer is coming from? (Susan to follow up)

Staffing

- Increase caseload
- Nurses overwhelmed
- Extra time spent with disinfecting PPE
- Open nursing positions

Productivity

- Has not been an issue at this point
- HH ran productivity report and hoping to start conversations about productivity
- Have been asked to increase productivity
- Most offices are back to productivity levels

Supervisor Visits

- Are they occurring virtual? No
- Concern with patient exposure from non-essential clinicians during visits.
- The is a CMS regulation requirement

Hospitals COVID-19 related waivers end July 30

Census

- Home Health, hospice not low; due to nurses taking PTO, etc.

NEXT PNCC MEETING: Aug. 27, 2020, 1430-1630
Throughout the COVID-19 pandemic, ONA is dedicated to keeping nurses and our communities safe. One key aspect of this work is providing up-to-date information and guidelines related to COVID-19.

**Declining an Unsafe Assignment**

ONA has issued guidance to our members on declining unsafe assignments for COVID-19 patients when lack of PPE, safe staffing levels, or breakdown of triage protocols put your health at risk.

**Share Your COVID-19 Stories**

We invite everyone to share your stories about how COVID-19 has impacted your practice, your workplace and your life. Your stories will help educate officials, elected leaders, the media, and the general public about what is really happening in our health care system.

Share your stories today to help in the advocacy efforts as we push for safer conditions for nurses, health care workers and patients!

To learn more about all of these issues and to stay up to date on the work being done and to take the COVID-19 Workplace survey, visit:

www.OregonRN.org/coronavirus