



Oregon Nurses Association  
Bargaining Unit Newsletter

Providence Milwaukie Hospital (PMH)

# Newsletter

April 2, 2020

## PMH Executive Committee

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## PMH Unit Representatives

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## Stay Informed and Stay Safe at Work!

The Providence Milwaukie Hospital (PMH) bargaining unit leadership wants to make sure in these unprecedented times that you are informed of your rights as a union member and as a nurse.

## Speak Up!

If you believe you are being asked to care for patients unsafely, your bargaining unit leadership needs to know so that we can act on your behalf and every nurse in our facility.

- [Click here](#) to complete the ONA PMH Workplace Safety Reporting Form – COVID-19 for incidents you feel have been unsafe.

**Be sure to check out ONA's webpage at [www.oregonrn.org/coronavirus](http://www.oregonrn.org/coronavirus) that has an abundance of information to keep us informed and safe.**

- [Click here](#) for an informative FAQ regarding working during the COVID-19 crisis.

Below are some links to important issues we have been hearing on the units:

Are you concerned about being exposed to the COVID-19 virus on your

unit because you don't have adequate personal protective equipment (PPE)?

- [Click here](#) to understand your rights to decline an assignment under the Oregon State Board of Nursing (OSBN) rules.
- [Click here](#) for the OSBN Updated Position Statement on COVID-19.
- [Click here](#) for the Oregon Health Authority's Provisional Guidance: Clinical Care and Healthcare Infection Prevention and Control for COVID-19.
  - Extended use of PPE
  - Discontinuation of transmission-based precautions
  - Work exclusion and monitoring
  - Return-to-work considerations
- [Click here](#) to view the CDC's sequence for putting on PPE.

## What if I Have an Underlying Health Condition?

Do you have an underlying health condition that may put you at risk to the COVID-19 virus according to the Centers for Disease Control and Prevention (CDC)? You may want to

initiate an American with Disabilities Act (ADA) accommodation to avoid the virus at work. Here is what you need to do:

## Underlying Health Condition (continued from page 1)

### If I have an underlying health condition could I seek an accommodation under ADA?

There are three populations that are potentially vulnerable to complications that may want to request an accommodation under the ADA from their employer:

1. Older adults (currently over sixty years of age).
2. People who have serious chronic medical conditions like: heart disease, diabetes, or lung disease.
3. Immunocompromised.

Note: These criteria are subject to change based upon updated guidelines from CDC. CDC guidance should be consulted by any potentially affected nurses.

We recommend that health care providers with underlying health conditions take proactive steps **NOW** to avoid risk of exposure by requesting your employer provide you an accommodation under the ADA.

### How do I make a request for an accommodation under ADA?

- Begin the process by obtaining a note from your provider supporting the need for an accommodation. You should approach your employer with the requested accommodation by

making a formal request for an accommodation. This can begin with an e-mail to your supervisor. The employer will likely ask for provider support for your request, which you should provide as quickly as possible.

### What ADA accommodation should I seek?

- Each accommodation will be personal and based on what the individual seeking the accommodation needs and what the employer is required under the law to provide. Reasonable accommodations may include not being assigned COVID-19 patients or suspected patients, use of personal protection equipment (PPE) or different PPE than provided, and reassignment to other job duties.

We have negotiated a memorandum of understanding (MOU) with PMH to provide much needed support to nurses who may be quarantined; may need support to care for their children, parents or grandparents, nurses who have been furloughed and more.

[Click here](#) to read the MOU.

Everyday ONA is engaged with nurses in the **Field** to support you during these unprecedented times. If you are not yet a member, [click here](#) to complete an application. The more nurses who are engaged members the more power we have to fight for more safety concerns!

## Personal Protection Equipment (PPE) Shortage

It is critical to get PPE in the hands of the frontline health care workers who need them in their fight against COVID-19. First and foremost, we are communicating the need for PPE. This requires federal action and we are also asking the legislature to pass similar emergency funding legislation to California and Washington to support public health.

We are calling on the governor and the Oregon legislature to ensure every protection is taken to

prioritize Oregon workers and to make sure health care workers are able to continue to work. This includes adequate PPE, accessible and affordable childcare, and incentivizing nurses who work in other sectors or departments to take on high-risk shifts.

Help raise awareness of the PPE shortage and how it impacts nurses and other health care workers on the frontline.

- [Click here](#) to learn more about PPE