



Oregon Nurses Association
Bargaining Unit Newsletter

Providence Milwaukie Hospital (PMH)

Newsletter

July, 31 2020

PMH Executive Committee

Chair:

Alexis Keller (Resource)
cell phone: (419) 450-7182

Vice-Chair:

Peggy Elia (Resource)

Secretary/Treasurer:

Katie Nelson (PACU)

Nursing Task Force Chair:

Maggie Schein (SPU)

Membership Chair:

Steve Campbell (ICU)

PNCC Chair:

Judy Lucchesi (OR)

PMH Unit Representatives

Steve Campbell (ICU)

Maggie Schein (SPU)

Marie Teela (ED)

Alexis Keller (Resource)

Donna Abbott (ASU/Endo)

Katie Nelson (PACU)

Laura McLean (Med/Surg)

OR Rep: Open

Staffing Committee

Co-Chair, Becky Ellison (ICU)

Margo Fultz (Med/Surg)

Sherrie Bowyer (ED)

Craig Gillespi (OR)

Carol Gregory (ASU)

Denise Night (PACU)

Julie Ginder (MPU/Endo)

PNCC

Chair, Judy Lucchesi (OR)

Millie Kraus (ASU/Endo)

Brook Johnson (ER)

Abby Friedrich (ICU/Resource)

Open (Med/Surg)

Open (SPU)

LABOR REPRESENTATIVE:

Christine Hauck

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Sedgwick Problems

Across the Oregon region, nurses are having major issues with Sedgwick on disability, illness and family leave claims.

Many nurses have experienced loss of pay due to incorrect hours reported from Sedgwick to payroll or pay coming out of the wrong accrual. For instance, when paid time off (PTO) should have been extended illness time (EIT) and EIT should have been workers' compensation, etc. When nurses have tried to contact Sedgwick to correct these errors, it takes six to seven phone calls. Often the call is disconnected, or the nurse is given the wrong information if they do talk to someone. Usually promises are made, but generally the problem remains unresolved.

Additionally, many nurses have experienced their legitimate claim for a leave of absence, either for themselves or for taking care of a family member, denied without any explanation, or are told their claim qualifies for a "personal" leave instead of a leave that is in fact a medical leave by the [Family and Medical Leave Act](#) definition.

Some nurses have gone to their managers to ask for help and Sedgwick

has approved the leaves only after a manager gets involved. This is a poor way for Sedgwick to provide the service that allows us to access our leave benefits. As consumers, we shouldn't have to involve our manager to convince Sedgwick of the validity of our claims for illness, injury, or family care.

Sedgwick and Providence need to do better. Your Providence Milwaukie Hospital (PMH) Oregon Nurses Association (ONA) executive team are working hard to hold Providence accountable.

Please let Alexis Keller or anyone on the PMH ONA executive team know if you are having difficulty working with Sedgwick. Additionally, please share your story with Alexis if you have had a difficult time with Sedgwick, as she is taking these issues up the chain of command at Providence. In the meantime, your ONA team can help you. ONA's general counsel, Tom Doyle, is providing paralegal assistance available through his former law firm Bennett Hartman to help anyone navigate issues with Sedgwick. Let us know and we will put you in touch with his office.

Solidarity & Speaking Up

As nurses, we have a responsibility to keep our patients and our colleagues safe while performing our job. Thankfully, we have laws through the Nurse Practice Act of Oregon and the Oregon Nurse

Staffing Laws to protect us and give us a strong foundation to stand on that support us in our work. We also have these laws to back us up when standing

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Solidarity & Speaking Up *(continued from page 1)*

up to our employer. While we want to have a good working relationship with our nurse managers and administrators at PMH, it's a part of our work as nurses to call it out when our managers or the hospital are acting in a way that doesn't support our patients and our profession. It's a part of our work under our nursing licenses to hold our employer accountable to the laws we have that protect us and our patients. Speaking up is a part of who we are as nurses, and it's our responsibility to stay vigilant in solidarity with each other. As ONA nurses, we have strength when we

speak up together. Want to speak up but not sure how? We have you covered with upcoming staffing workshops and steward training.

- Steward Training, August 8, 2020 0900-1300. Register [Here](#). Or go to <https://bit.ly/2Bt4HPK>.
- Staffing Workshop, August 13, 2020 0900-1100. Register [Here](#). Or go to <https://bit.ly/ONASTaffingWorkshop>.
- **Both are on Zoom**

COVID-19 MOU

COVID-19 Memorandum of Understanding (MOU) Still Unsigned

We are still unified at a state-wide level across the Providence bargaining units and continue to meet with Providence Regional to try to come to an agreement on provisions for nurses during this COVID-19 pandemic. Providence has yet to sign it. We will continue putting the pressure on them to sign into writing many of the agreements we have already made. You can help with putting on this pressure by telling the ONA your story!

We are gathering stories from nurses and staff on how you have been impacted by COVID-19 as a healthcare worker, from low census to denied workers' compensation claims, from exposures that weren't reported to you in a timely way to issues with personal protective equipment — we want to hear from you!

Please follow [this link](#) to share your story! Or go to www.OregonRN.org and follow the front page link.

Visitor Policy Updates

With the recent relaxed visitor policy, we have seen an increase in patient visitors along with a decrease in being able to regulate and monitor visitor limitations. This was very alarming to nurses and staff, given the increase in COVID-19 cases in our communities. Putting the burden of policing visitor limitations on the nurses has compromised our safety and puts the health of our staff at risk. The PMH ONA executive team escalated these concerns through Nurses Task Force (NTF). Thank you to the multiple nurses who spoke up on this issue. We should see changes rolling out this week including expectations set for visitors as they enter the hospital, scripting for staff to help with visitor policy and mask cooperation and additional signage in rooms. We have also requested Plexiglas partitions at the nurse's station. This will be a process not a quick fix. Please continue to speak up for staff and patient safety.

Additionally, this is a concern across the Providence system and the ONA Providence bargaining unit chairs brought this concern directly to Providence Regional administration in multiple meetings this month.



What are Your Weingarten Rights?

In the case *National Labor Relations Board vs. J. Weingarten, Inc.*, the Supreme Court ruled an employee who reasonably believes an investigatory interview will result in discipline has the right to have a union representative present. This is legally protected activity under the National Labor Relations Act (NLRA) and is your fundamental right as part of an ONA bargaining unit.

All nurses in ONA bargaining units have the right to ONA representation during any investigatory interview that could lead to discipline. By invoking your Weingarten Rights, you ensure you have an advocate by your side during difficult conversations. Having an ONA steward or labor representative supporting you gives you a contract expert to advise you during any conversations with management that may lead to discipline.

While we hope you never need to exercise these rights, it's important that we all know our rights in order to protect ourselves and our coworkers.

How to Use Your Weingarten Rights

Take immediate action when you are called into a meeting or discussion you believe may lead to discipline.

- Ask the supervisor or manager who is present, "Could this meeting lead to discipline or affect my personal working conditions?"
- If the answer is "Yes," stop the meeting immediately.
- Invoke your Weingarten Rights by saying: *"If this discussion could in any way lead to my discipline or termination, or affect my personal working conditions, I request an association representative, steward or officer be present. Unless I have this representation I respectfully choose not to participate in this*

discussion."

- Contact your ONA steward or ONA labor representative immediately, or call the ONA office at 503-293-0011.
- Wait for the ONA steward or labor representative to arrive or reschedule the meeting. Do not continue the meeting until your ONA steward or representative is present!

Every ONA nurse has the right to fair representation. If you have additional questions about your Weingarten Rights, contact your union steward or your labor representative.



Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The [Oregon Hospital Nurse Staffing Law](#) defines "safe patient care" as "...nursing care that is provided appropriately, in a timely manner, and meets the patient's health care needs." Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;

2. Ask for additional staff;

3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;

4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse's responsibility to forward a copy of the completed form to the nurse manager and staffing co-chair, Becky Ellison at Becky.Ellison@providence.org. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process?

Email SRDF@OregonRN.org

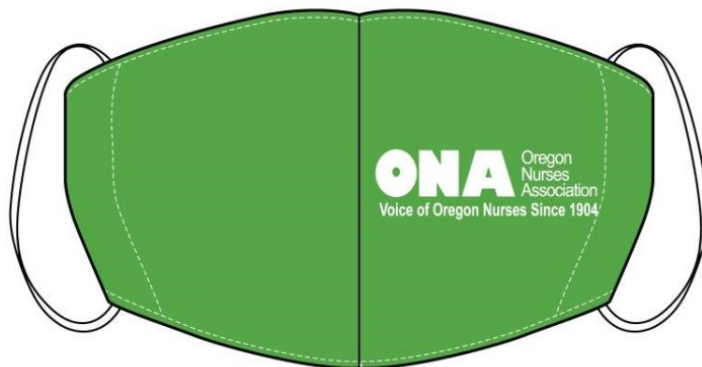
ONA Legislative Issues Member Survey

We invite all members to participate in ONA's legislative issues survey. The survey questions have emerged through a collaborative effort between members and staff and are focused on issues that advance nursing practice, health equity and workplace safety.

This work was a direct result of the ONA Post-COVID-19 Legislative Planning Series, utilizing member experiences and feedback to move forward in developing a legislative agenda. To ensure we have as many voices represented as possible, the group decided to solicit feedback from all membership through this survey.

Your input helps ONA Government Relations staff and the Cabinet on Health Policy finalize an agenda that ONA will prioritize during the 2021 State Legislative Session.

Participants will be eligible to receive an ONA-branded facemask so you can show your nurse pride and promote public health while out in public.



Closes Aug. 3 at Noon. To complete the survey visit:

www.OregonRN.org/Planning

ONA COVID-19 Resource Center

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.

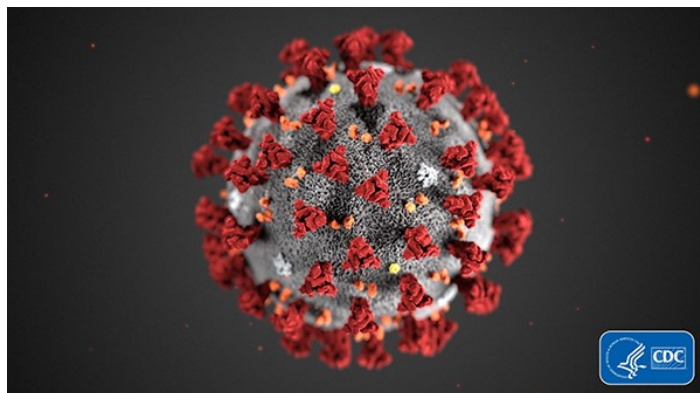
Declining an Unsafe Assignment

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

Protect People, Not Profits

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