Election Results Are In

ONA/Providence Medford Medical Center (PMMC) Staffing Committee elections were held the first two weeks of September. The results are in! Here are your new staffing committee leaders:

**Co-Chair:** Vacant, to be nominated by staffing committee

**Emergency Services:** Ashley Brown; Alternate: Christina Shultz

**Medical/Surgical:** Barbara Bello; Alternate: Alex Shepard

**Medical Telemetry:** Vacant

**Birthplace:** Vacant

**Float Pool:** Vacant; Alternate: Dan Richmond

**Perioperative Services:** Keri Kessler; Alternate: Whitney Evans

**Critical Care:** Kristina Zmnicki; Alternate: Brittney Kilesnarik

**Interventional Cardiac Services:** Ammon Mathias

**Inpatient Rehab:** Vacant; Alternate: Janice Jones

**Spine/Joint:** Philip Coudotti; Alternate: Laura Adu Boahen

We’d like to extend a big THANK YOU to **WECARE** for partnering with ONA. WECARE has been delivering gift baskets to healthcare workers every Wednesday at PMMC to show the community’s gratitude and support for their work.

**Special shout-out to Holly Wade,** your very own PMMC member leader who has been working every Wednesday to pick up the baskets at the loading doc and deliver to nurses and other healthcare providers. Thank you, Holly!
Oregon’s Vaccine Mandate

ONA has been negotiating with Providence around the state’s vaccine mandate. We are still clarifying some issues one personal protective equipment (PPE), COVID-19 testing, and non-furlough language

**Here is what we have agreed to:**

As required by the Oregon Health Authority (OHA), nurses will be required to obtain full COVID-19 vaccination by Oct. 18, 2021.

Nurses will be considered to be fully vaccinated two weeks following the final dose of an approved vaccine.

PMMC will accept exemptions all the way up to Oct. 18, 2021.

Request for exemption on an electronic form, based on OHA guidelines provided by PMMC management.

If a nurse’s request for exemption is denied, PMMC will notify the nurse and will discuss how they can supplement their request and resubmit. Union representation may be present during any discussions about an exemption request that has been denied by PMMC.

PMMC will work to provide reasonable accommodation to nurses with approved exemptions in accordance with EEOC guidance and relevant federal and state laws. Such accommodation may include COVID-19 testing, enhanced personal protective equipment, alternative work assignment, or leave of absence, based on individual circumstances.

Vaccinated nurses must provide proof of vaccination through a method acceptable to PMMC (i.e., vaccine card or photograph of the same, provider records, or state immunization records).

No-Cost Vaccine Access: PMMC will continue to provide convenient on-site access to COVID-19 vaccines authorized for emergency use, licensed, or otherwise approved by the FDA at no cost to employees. PMMC will also notify nurses of alternative means of procuring vaccines and, at least through 2022, those vaccines will be no cost to nurses who are receiving them.

PMMC will compensate one hour of pay of nurses base rate of pay for time spent receiving the vaccine during non-scheduled work hours.

Vaccine/Booster Side Effects: If a nurse experiences significant side effects from a vaccine and/or booster and is scheduled to work within forty-eight (48) hours of receiving the vaccine, PMMC will provide up to a total of two (2) days of paid pandemic administrative leave time.

Nurses removed from the schedule for failing to fully vaccinate by or before Oct. 18, 2021, will be considered to have separated from their employment within 14 days following their removal from the schedule. These nurses will be eligible for rehire upon full vaccination and proof of vaccination as described above.

Seniority: Upon rehire, if within twelve (12) months, a voluntarily separated nurse shall have all previously accrued benefits in place at the time of separation and PMMC seniority restored. A separated nurse shall not accrue benefits or seniority while separated.

Nurses on approved leaves of absence (of any kind) who are not scheduled to return to work until after Oct. 18 will be required to submit proof of vaccination or have an approved declination/ request for exemption for medical or religious reasons prior to Oct. 18 or returning to work, whichever is later.
WORKFORCE LIAISON

If you are not going to vaccinate or file for an exemption, I recommend speaking with Josh Hall, our Workforce Board Liaison. Josh is dedicated to helping all unionized workers with separation from work.

**Oregon AFL-CIO’s Workforce Program**

Our State Labor Liaison will assist with: worker separation activities.

Unemployment Insurance Contact:
Josh Hall, Oregon AFL-CIO Workforce Liaison
(541) 990-3518 | Josh@oraflcio.org

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Develop Your Skills to Build a Stronger Union

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training

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**Schedule of Available Trainings & Topics**

**Introductory Steward Training**
- Saturday, October 16, 2021
- Wednesday, November 17, 2021
- Thursday, Dec. 9, 2021

**Grievance Handling Training**
- Saturday, Oct. 9, 2021

**Building Worksite Power Training**
- Wednesday, Nov. 10, 2021
PROVIDENCE WEEK OF ACTION