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Interim COVID-19 MOU

Dear ONA Providence RNs,

Based on the unprecedented health crisis created by COVID-19, the Oregon Nurses Association and Providence Health discussed a Memorandum of Understanding (MOU) to address these new conditions. ONA recommends that each bargaining unit agree to this interim MOU and begin negotiations on a comprehensive MOU. Each bargaining unit has the choice to agree to the MOU or not. We are recommending the MOU because it provides immediate critical relief to nurses giving care on the front-line of this pandemic.

It’s not a perfect solution. ONA believes Providence can and should do more to protect ONA nurses, their families, and their patients. However, right now ONA Nurses will benefit from this agreement. And we will keep fighting together to ensure that Providence – and all Oregon health care employer – ensure the safety and well-being of ONA nurses and their patients.

In summary, this recommended MOU contains the following terms:

♦ Providence will make 80-hours of Paid Emergency Time Off available for benefits-eligible nurses that will remain in place for use by or before May 31, 2020;

♦ Providence will allow benefits-eligible nurses who have either already utilized all of their PTO/EIT/grandfathered vacation/sick leave, or have not been employed long enough to have accrued enough to cover a long-term illness, to use up to 80 hours of Paid Emergency Time Off to cover additional time off necessary for recovery from illness or injury, now until May 31, 2020;

♦ Providence will allow benefits-eligible nurses who don’t have any more accrued leave, and new nurses without accrued leave, to use up to 80 hours of Paid Emergency Time Off to be utilized for their own COVID-19 related illness and recovery (ministry specific rules regarding time off apply) or self-exclusion.

♦ After all paid time is exhausted for these nurses, if there is a need for continuing leave and the nurses do not have access to Providence-provided short-term disability benefits, Providence will provide nurses with income replacement in an amount equal to 65% of pay until they can return to work in the event of their own COVID-19 related illness and recovery.

♦ Providence will allow benefits-eligible nurse who are not ill, but cannot work for a variety of other reasons related to the COVID outbreak (for example, daycare or eldercare needs), may use accruals, should the nurse have this time in his or her bank. The nurse may also use their Paid Emergency Time Off to supplement this time, through May 31, 2020.

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If a part-time or full-time nurse works in a department which has been shut down due to the COVID-19 crisis, and that nurse cannot do their job from home, the Hospital is committed to paying paid administrative leave from the date of this Agreement until April 30, 2020 (assuming the ministry cannot redeploy the nurse during that time). Providence will prioritize redeployment within the facility, but may reassign to other facilities or remote work (e.g., telehealth/home monitoring) that offer opportunities to utilize the skills and experience of the nurse to meet the needs created by the COVID-19 emergency.

The above agreements represent critical improvements to working conditions, but they do not represent all that Providence must do to provide a safe workplace, nor to honor the incredible heroism of ONA Nurses who are putting their own health and their family’s health at risk during this pandemic.

Coronavirus (COVID-19) ONA Resource Center

As more cases of the Coronavirus (COVID-19) are reported and confirmed, ONA will continue working relentlessly to do the work needed to keep nurses and our communities safe.

Frequently Asked Questions
To help nurses and health care workers navigate the COVID-19 crisis, ONA has compiled a frequently asked questions document. Please check the FAQ to find the answers you need.

- Click here to view the ONA COVID-19 Frequently Asked Questions document or visit www.OregonRN.org/coronavirus

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.

Visit www.oregonrn.org/declining-unsafe-assignments to learn more.

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 personal protective equipment, 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 of care by adding a "PPE Now!" frame to your Facebook profile picture.

- Add a frame to your Facebook profile picture to call for more PPE now!
- Click here to learn more about donating PPE

Report Violations
To report a violation of Coronavirus protocol in your facility, please email practice@oregonrn.org with as many details as possible while being mindful of HIPAA guidelines.

ONA is also asking all members to take an ONA COVID-19 Workplace Survey to help better understand the work being done by facilities across the state. To stay up to date on the work being done and to take the COVID-19 Workplace survey, visit: www.OregonRN.org/Coronavirus