



Oregon Nurses Association

Providence Bargaining Units

July 31, 2020

Solidarity
Update

COVID-19 MOU Bargaining Update

Your ONA bargaining unit leaders within the Providence system have continued to negotiate with Providence Oregon Region management over a renewed COVID-19 memorandum of understanding (MOU). In the last week of June, your ONA bargaining unit leaders made a counterproposal to management on the COVID-19 MOU.

We are seeking:

- ◆ Emergency COVID-19 leave.
- ◆ Short term disability-style benefits for COVID-19 illnesses.
- ◆ Immediate COVID-19 exposure notices and presumption for workers' compensation coverage for COVID-19.
- ◆ Critical protections for vulnerable nurses.

Nurses continue to experience an increase in COVID-19 cases, limited personal protective equipment (PPE),

and greater risk to nurses who are treating those patients. Our proposed MOU seeks to provide what we see as minimum protections, especially 80-hours of COVID-19 illness leave for nurses who contract COVID-19. We were hopeful that Providence would agree to these basic protections.

However, last week, we received a response to our proposal which rejected our demand for 80-hour COVID-19 illness leave and rejected presumption for workers compensation coverage for COVID-19. Providence has agreed that nurses with likely exposure to COVID-19 positive patients will have N-95 or better mask protection and that nurses who have unprotected COVID-19 exposures will be notified of the exposure within 24 hours. The bargaining unit leaders will evaluate the employer's proposal and will make a counterproposal shortly.

View our COVID-19 MOU Counterproposal [here](#), or go to: https://bit.ly/PROV_COVID-19_MOU

Know Your Rights!

Virtual Steward Trainings Available

Are you ready to learn how to build nurse power, motivate and mobilize your coworkers and defend your hard-earned rights on the job?

This online workshop is designed specifically for ONA stewards at Providence facilities and is the perfect basic training for new stewards, nurses interested in becoming a steward or any current steward looking to refresh your skills and knowledge. [Sign up today!](#) Or go to <https://bit.ly/2Bt4HPK> to sign-up.



WHEN: Saturday, Aug. 8 @ 9 a.m. to 1 p.m.
Wednesday, Sept. 16 @ 1 to 5 p.m.
Wednesday, Oct. 14 @ 9 a.m. to 1 p.m.
Thursday, Nov. 19 @ 10 a.m. to 2 p.m.
WHERE: Your living room (Zoom)

Black Lives Matter



ONA nurses from at least six Providence hospitals and worksites recently came together over two meetings to brainstorm ways in which we can take actions which go beyond statements of support with the #BlackLivesMatter movement.

Nurses discussed demands from relevant organizations inside and outside our larger labor community, including: The Movement for Black Lives, Care Not Cops, Don't Shoot PDX, as well as a proposal and an action resolution from the ONA OHSU/AURN Bargaining Committee and AFT-Oregon, respectively ¹.

ONA nurses committed to break-out and do more research on the following topics and demands:

- Are there monetary or institutional relationships between Providence and local police agencies which contribute to institutional and systemic racism in our hospitals and worksites? Does Providence exploit prison labor for its laundry needs?
- Should Providence implement no-tolerance policies addressing patient racism, which harms BIPOC nurses and other healthcare workers?
- How can we push Providence to implement meaningful anti-racism education for all employees?
- How can ONA members act in solidarity with non-ONA Providence workers, such as the disproportionately BIPOC ancillary workers?

- What existing efforts is Providence making to address racism in hospitals and worksites?

The next meeting for Providence members to discuss Black Lives Matter solidarity efforts through our union is scheduled for Monday, August 3, 5 - 6 p.m. via Zoom. Please RSVP to receive the call-in details: <https://forms.gle/u6wFzzW825rgfNfd6>.

For additional questions or to become involved, please contact ONA Organizer Julia Trist at trist@oregonrn.org

¹

Movement for Black Lives: End the War on Black Health
<https://m4bl.org/policy-platforms/end-the-war-black-health/>

Care Not Cops <https://www.carenotcops.org/>

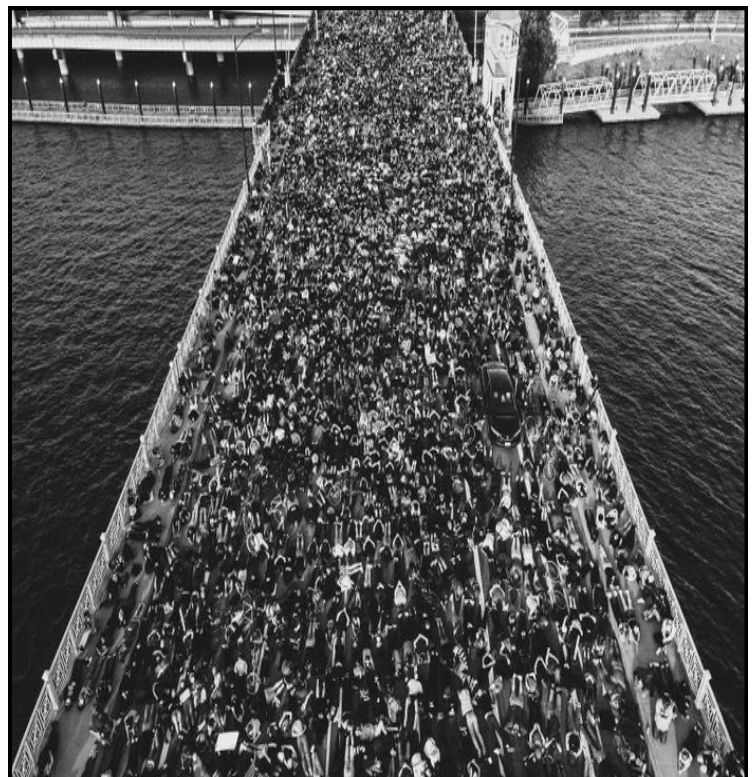
Don't Shoot PDX <http://www.dontshootpdx.org/>

ONA OHSU/AURN Proposal for a BlackLivesMatter letter of agreement:
https://bit.ly/ONA-OHSU_AURN-BLM-Proposal

AFT-Oregon Executive Council Letter on Black Lives Matter
<http://or.aft.org/news/aft-oregon-executive-council-letter-black-lives-matter>

June 2: Portland setting an example. Thousands of protesters lying on Portland's Burnside Bridge with their hands behind their backs in protest of police brutality and the death of George Floyd

Photo: Andrew Wallner/@andrew_and_you



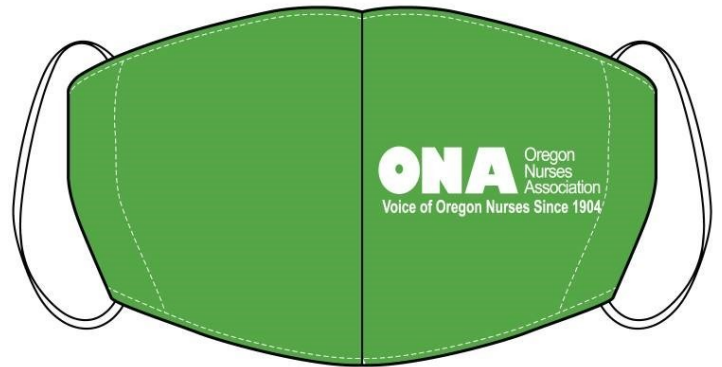
ONA Legislative Issues Member Survey

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.



To complete the survey, visit:

www.OregonRN.org/Planning

Lost Hours?

Apply for Pandemic Assistance or Unemployment Benefits today

Nurses across the country are losing hours due to COVID-19. We led the nation by winning critical COVID-19 contract protections including 80 hours of sick leave and administrative pay. However, Providence has let those protections expire.

We are fighting to win back key COVID-19 provisions for nurses at the bargaining table but we are also exploring new options to support you, including encouraging nurses to apply for unemployment benefits or pandemic unemployment assistance.

If you're being low censused you may qualify for either benefit.

Unemployment Benefits

If you are losing hours and worked at least 500 hours last year OR earned more than \$1,000 last year and worked throughout the year, you may be eligible for unemployment benefits.

For most nurses, if you were paid less than \$648 in a week, you're likely eligible. Note: *Unemployment is not a substitute for paid leave. If you used paid leave to fill in for hours you would normally be working, unemployment benefits will not cover those hours.*

Benefits range from \$151/week to \$648/week per person. Individuals are eligible to receive 1.25 percent of your yearly earnings per week.

How Do I Apply? Apply for unemployment benefits [click here](#), or go to: <https://bit.ly/Online-Claim-System>.

Please note that this is not legal advice. This summary is based on our understanding of Employment Department rules. If you have a legal question, you should speak with an attorney. ONA members receive a free half-hour consultation with a local law firm as a member benefit.

Contact information is available at the ONA website. www.oregonrn.org/485

Pandemic Unemployment Assistance

Even if you don't qualify for regular unemployment benefits, people out of work due to COVID-19 are eligible for pandemic assistance.

Assistance ranges from \$205/week to \$648/week. You can receive 1.25 percent of your yearly earnings per week.

How Do I Apply? Apply for pandemic unemployment assistance [click here](#), or go to:

<https://govstatus.egov.com/PUA>

ONA Virtual House of Delegates

To ensure the health and safety of our members through the COVID-19 pandemic, ONA made the decision to hold the ONA House of Delegates virtually on Sept. 22, 2020.

**RISE UP
TOGETHER** 

ONA 2020 Convention & House of Delegates
Sept. 22, 2020 Virtual Conference

[Click here to learn more and register today](#) or go to www.OregonRN.org/Events

ONA COVID-19 Resource Center

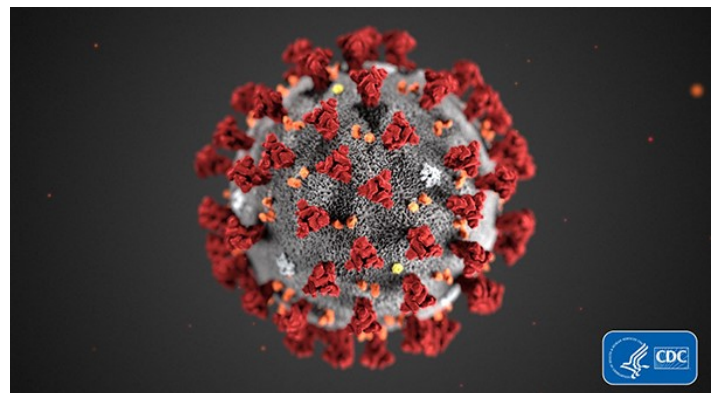
Throughout the COVID-19 pandemic, ONA is dedicated to keeping nurses and our communities safe. One key aspect of this work is providing up-to-date information and guidelines related to COVID-19.

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

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