

COVID-19 Bill of Rights

This is our COVID-19 BILL OF RIGHTS. Every nurse at Providence needs and deserves the following as we continue to work through the COVID-19 pandemic. These are the foundations of our bargaining efforts, many of which Providence has chosen to ignore by refusing to negotiate a much-needed memorandum of understanding. The creation of the COVID-19 Bill of Rights was developed utilizing a lens of the American Nurses Association's *Nursing Code of Ethics* (2015).

We, the undersigned coalition of Providence Bargaining Unit Leaders, representing more than 4,000 Providence nurses who care for our communities across Oregon, believe the following seven articles are fundamental to a safe and healthy work environment.

1. Care for Caregivers

We need additional paid time off to care for ourselves and our families; presumptive eligibility for workers compensation for COVID-19 illness; administrative pay for time off work that is mandated by Caregiver Health; and childcare support to continue working during the COVID-19 pandemic.

2. Exposure Procedures

Providence must develop and implement a standard algorithm for all caregivers that clearly delineates and defines the process and procedures associated with exposure to, having symptoms of, or contracting COVID-19.

3. Personal Protective Equipment

We have a right to appropriate Personal Protective Equipment (PPE). If Providence does not have enough PPE, they must work to secure an adequate supply. This includes demanding that local, state, and federal officials increase acquisition and production of PPE.

4. Testing for COVID-19

To reduce the spread of COVID-19 and ensure appropriate staffing levels, Providence must provide staff with guaranteed access to rapid, point-of-care testing and consistent notification of exposures or possible exposures.

5. Safe Work Environment

Providence must protect workers and patients by requiring that all visitors and workers wear masks and adhere to social distancing measures, and ensuring that engineering controls, like ventilation systems, meet necessary standards for preventing the spread of COVID-19.

6. Safe Staffing

The continued influx of COVID-19 patients combined with the number of healthcare workers becoming sick creates a strain on staffing. Providence must ensure staffing levels that keep staff and patients safe.

7. Input and Accountability

We must have input to decisions on staffing, PPE, infection control protocols, surge planning, and any other changes that impact our work, including accurate and timely updates on policy and practice changes. It is time for Providence to elevate the voice of nursing. And we should never be disciplined for bringing hospital failures forward and following the tenets of a high reliability organization.

As Providence nurses, every day we confront intense pressure, stress, uncertainty, trauma, and risk in the workplace.

We are still here, at times physically, mentally, and emotionally exhausted. We have sacrificed contact with family members and friends that we may continue to support Providence, in providing the highest level of care for our community. We want Providence to show how the mission applies to those of us on the front line facing the pandemic on a daily basis.



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