Despite months of negotiations, the resurgence of COVID-19 this summer, and the expected second wave of COVID-19 this fall, Providence continues rejecting our offers for basic COVID-19 protections for nurses and dragging its feet; creating a never-ending negotiation cycle.

We are asking for basic pandemic protections for nurses including:

1. 80 Hours of COVID-19-related leave if all other leave is exhausted;
2. Ability to use any accrued earned illness time (EIT) for COVID-19-related reasons, including nurse illness, sick family members, family-leave-related reasons and for vulnerable caregivers;
3. Presumptive coverage for COVID-19 illness under the workers’ compensation system; and
4. Immediate notification of COVID-19 workplace exposures. That means phone calls, not emails!

Your nurse representatives have another proposal to Providence and we are hopeful Providence management will meet to discuss these basic protections as soon as possible.

In the meantime, we need you to wear your Protect People, Not Profits button to show Providence you support your coworkers and your team as we work to win fair and reasonable COVID-19 protections.

On Aug. 8, more than a dozen new stewards participated in our first Providence-wide virtual steward training! Join the newest group of ONA stewards throughout Providence and sign up for a virtual steward training to learn how to build nurse power, motivate and mobilize your coworkers and defend your hard-earned rights on the job!

Stewards are essential to raising standards for nurses, workers and patients throughout the Providence system. This training gives you the tools to make a difference.

ONA’s Providence-specific virtual steward trainings are the perfect basic training for new stewards, nurses interested in becoming a steward or any current steward looking to refresh your skills and knowledge.

Click here to register now for the next Providence system-wide basic steward training via Zoom.

Here are the upcoming unit representative/steward trainings:

**WHEN:**
- 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.
Protect People, Not Profits Campaign Kicks Off

ONA nurses throughout the Providence system have sacrificed again and again to protect our patients during the COVID-19 pandemic.

**Despite Providence Health System’s:**
- $12 billion in cash
- $1 billion in profits per year
- $509 million in taxpayer COVID-19 relief

**Providence is CUTTING:**
- Emergency COVID-19 Protections
- Nursing Hours
- Provider Pay
- Caregiver Jobs

Let’s stand together to tell Providence to use its billions to Protect People, Not Profits!

Your nurse leadership team continues to meet with Providence administration to push for important COVID-19 protections, and we need your help!

It's critical we show Providence this is something we all care about. This is a question of priorities, will Providence use its immense resources to protect frontline nurses and patients during a pandemic, or will it continue to protect its bottom line?

Nurses from all 10 Providence bargaining units from around the state are uniting to show our solidarity and let Providence know we’ll continue advocating to win critical COVID-19 protections to support ourselves, our coworkers, our patients and our community.

Show your support now by wearing your "Protect People Not Profits" button at work and sharing your photos with your local nurse team and on social media. Talk to your unit steward, officer of labor representative to get your button and button up! Together we can make a difference!

Nurses at Providence Willamette Falls are showing their support at work by sporting their "Protect People, Not Profits" campaign buttons! Join them and wear yours to help us win critical COVID-19 protections systemwide!
Kronos Changes Announced

Recently, Providence announced a number of changes to Kronos timekeeping process. Most of these changes appear welcome, including eliminating rounding that has historically disadvantaged workers. However, the devil is in the details when it comes to your time card (Remember always check yours carefully!) We will review Providence’s proposed changes to make sure your interests are protected.

Providence is also indicating it will no longer auto-deduct for meals. This could ensure more nurses are paid for all hours worked even when we are denied our 30 minute duty-free meal period. However, there are numerous questions about how this change will be implemented:

- How will combining a meal and a 15-minute break work?
- How can we ensure nurses aren’t penalized for a missed meal when our workload prevents us from taking it?

ONA has demanded to bargain over these changes and we are preparing to schedule sessions with some or all of the bargaining units. Bargaining unit leaders met last week to begin strategizing.

Providence Updates from Around the State

Nurses Bargaining at Providence Hood River

Your local nurse bargaining team at Hood River has met with Providence management twice this month. Providence has proposed contract extensions which will last until Spring 2021. If negotiations are delayed until then, the bargaining team will still seek retroactive cost-of-living (COLA) increases going back to contract expiration—January 2020.

Unfortunately, Providence continues protecting its profits instead of its people. Providence management has been unwilling to put a true cost-of-living increase on the table. Instead, Providence’s offer of 2 percent increases has been tied to nurses giving up their contractual sick leave!

In response, the team has started a bargaining survey to determine next steps. Nurses at Providence Hood River can fill out the survey by Tuesday, Aug. 25 to reaffirm our bargaining priorities and determine what actions we can use to win better wages, address PPE issues, improve scheduling and more.

Nurses at Providence Hood River can click here to complete the survey.

Providence Proposes Eliminating Nurses’ Vision Benefits! “It’s just a couple hundred dollars.”

We had our fifth bargaining session with Providence Newberg (PNMC) administration on Thursday, August 13. The most surprising proposal of the day from management was the takeaway of our vision benefit. PNMC’s chief negotiator said, “It’s just a couple hundred dollars.” This was very surprising as the benefit itself is not very comprehensive to begin with, yet administration proposing there would be no vision

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coverage. Currently, Providence pays 50 percent of the premium.

In addition, management refused to honor any of our proposed language on a low census cap, overtime at 36 hours, our floating differential, and dedicated time for mandatory education.

We are actively organizing around these issues with bargaining unit meetings and other methods of engagement. If you want to get involved to help, please contact one of the Newberg officers or labor representative Jocelyn Pitman at pitman@oregonrn.org.

Nurse Leaders Welcome at Providence Medford

The ONA team at Providence Medford Medical Center (PMMC) is has been actively recruiting for leadership elections and to fill potential vacancies. If you know a local nurse who should consider a local leadership position at PMMC now or in the future, let us know! Contact labor representative, Liz Weltin, at Weltin@OregonRN.org to offer your suggestions and help grow the next generation of local and statewide nurse leaders!

Pandemic or Unemployment Assistance

Lost Hours?

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.


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

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