COVID-19 Memorandum of Understanding Negotiations Underway

Our ONA/Rogue Regional Medical Center (RRMC) negotiation team met with hospital administration on March 30 and April 2 in efforts to formally negotiate multiple issues related to the effects of the COVID-19 pandemic. We have reached agreement on several issues and we continue to work to reach full agreement.

Our priorities include:

1. Ensuring nurses are not penalized in any way related to absences for illness or childcare issues as a result of COVID-19.

2. Ensuring nurses are compensated for time lost without that time being taken from ETO or ESDP banks.

3. Job security for those who are at higher risk for contracting COVID-19 according to information from the Center for Disease Control and Prevention.

4. Timely notice for unprotected nurses' exposure to positive COVID-19 patients.

5. Transparent communication regarding surge status and response.

6. Moratorium of discipline related to attendance, certifications, and licensure.

7. Grievance timeline tolling at the request of ONA in certain circumstances.

8. Teleconferencing for all union-related meetings.

9. Reimbursement assistance for childcare.

10. Staff reassignments/no loss of hours.

11. Unsafe assignment protest process.


13. Transparency about personal protective equipment (PPE) availability and access process.


15. Ensuring no loss of benefit related to inability to use ETO during this emergency.


ONA’s full proposal and administration’s response can be found on the ONA/RRMC webpage at www.OregonRN.org/84.
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