

SHMC Executive Committee

Chair: Chris Rompala (OR)
Vice Chair Kevyn Paul (UD-ED)
Nancy Deyhle (ICU)
Wendy Nau (OHVI 5)
Jess Detering (Labor and Delivery)
Tonya O'Dell (OR)
Lisa Diriwachter (PACU)
Stacey Wetherell (Oncology)
Jennifer Fain (7 Surgical)

SHHCS Executive Committee

Co-Chairs:

Danielle Kelly (Home Health)
Jo Turner (Hospice)
Diane O'Connor (Home Infusion)
Desi Atwater (Home Health)

ONA Labor Representatives

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**Oregon Nurses
Association (ONA)**

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1-800-634-3552 within Oregon

www.OregonRN.org

ONA Resources for Members Impacted by Fires

ONA, along with many other organizations, is marshalling resources for members who have been personally impacted by the fires in Oregon. This includes a new emergency dues relief program and grant programs for individuals in need of assistance approved by the ONA Board of Directors.

The emergency grants program is intended to help cover expenses associated with wildfire evacuations. Members who have been evacuated for 48 hours or more are eligible for a grant

of up to \$500 to help support you and your family.

If you are experiencing financial hardships due to this disaster, know that we are here for you. Please contact us at MemberServices@OregonRN.org to apply for our new emergency dues relief program OR emergency grants program and let us know what else we can do to support you.

For additional information on available resources or how you can help, visit the ONA website:
www.OregonRN.org/Wildfires.

Hula B's Supporting Nurses!

Hula B's Scrubs wants to help our PeaceHealth Sacred Heart Medical Center and Home Care Services caregivers who have been affected by the wildfires. Hula B's has partnered with Koi and has a limited number of scrubs to give away. Please contact the store at 541-343-4852 or stop by during store

hours for more details. Hula B's is located in downtown Eugene at 603 E 13th Avenue.



Flu Vaccine

How PeaceHealth Policy Applies to ONA Members

The recent communication from PeaceHealth on the 2020 flu vaccine policy implied that all nurses must get the vaccine unless they can provide a verified medical reason to be exempt.

This has caused some concern among nurses and seemed like a departure from past policy. ONA reached out to

PeaceHealth administration and pointed out that Oregon law prohibits employers from requiring employees to get vaccinated.

They agreed that this part of the policy cannot be applied to nurses in Oregon. We asked them to send out a clarifying

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Flu Vaccine *(continued from page 1)*

statement to staff but so far, they have declined to comply with our request.

In years past, nurses who did not want to get a vaccine could provide a medical waiver or simply fill out a form provided by Employee Health indicating that they were declining to get a vaccine.

Any nurse who doesn't get a vaccine can be required to wear a mask when at work. This is still the policy and practice that ONA has agreed to.

However, ONA has learned that the only form currently available for declining is one that requires a doctor's signature. We have informed administration of this issue and asked them to provide the alternative version that does not require a medical waiver.

It is not clear if they will provide the alternative form at this time. In the meantime, we advise members to use the current form and simply sign it on your own behalf as you are not required to have a medical reason for declining to get a vaccination.

ONA Impact Bargaining Update

New COVID-19 Travel Policy and Safety Absolute Policy

ONA issued a demand to bargain with PeaceHealth on the new COVID-19 Travel Policy and Safety Absolute policy in recent weeks. We have held one session on these topics.

On the new COVID-19 travel policy that requires nurses to involuntarily quarantine if they travel to a CDC designated "hot spot" or had interactions with people from those areas, we objected to the way in which it was implemented. Several of our members were in transit back from a "hot spot" when the new policy was implemented and could not adjust their travel to avoid being impacted. So, these nurses had to be taken off the schedule and were forced to use their PTO to cover their missed shifts.

ONA has demanded that any nurse caught in this way be made whole for lost hours. The abrupt roll out of the new policy meant they couldn't have made a different choice and were forced off the schedule without notice. PeaceHealth said they were willing to look at each

nurse's individual circumstance on a case-by-case basis and consider making them whole. If you were impacted in this way by this policy, please contact one of your ONA labor reps so we can work to get your wages restored.

The Safety Absolute policy was rolled out in late July. It states that a nurse who has a first-time violation of either the Patient Identification Policy or the Patient Lookup Policy will be subject to a level 3 corrective action and that a second violation will be an automatic termination.

ONA is objecting to this policy on the grounds it violates the principles of progressive discipline that are part of the Sacred Heart contract. In the negotiations over this policy, PeaceHealth tried to reassure us that any allegation that a nurse violated one of these policies would be investigated before a corrective action is issued.

Unfortunately, we have experienced some mis-handled investigations in recent months that

have undermined our confidence that every nurse would be treated fairly under this policy. We also argued that this new standard was a dramatic change from how PeaceHealth approached violations of the Patient ID or Patient Lookup policy in the past.

We are not aware of any nurse receiving a level 3 corrective action for a first-time violation of either of these policies. PeaceHealth could only point to non-nursing staff as examples of staff receiving level 3 corrective action for such violations. This is not relevant to how ONA members are treated and was unconvincing to us. Negotiations on this issue are continuing.

If you have received a Level 3 corrective action under the Safety Absolute policy please get in touch with an ONA labor rep as soon as possible. We intend to file grievances for any nurse disciplined at Level 3 for a first time violation of the Patient Look Up or Patient ID policies.

COVID-19 MOU Update Negotiations

ONA and PeaceHealth are in the midst of negotiating an update to the COVID-19 Memorandum of Understanding (MOU) that has now expired. ONA is seeking to strengthen some of the protections including putting forward a proposal that would allow a nurse who is unable to manage their childcare due to COVID-19 impacts to request that a per diem position be posted and the manager would have to do so.

In addition, we are proposing language to protect per diems should a labor pool be re-established, so they do not get lower priority than travelers for filling shifts.

We are hoping to finish negotiations on this update to the MOU by the end of September.

Labor and Delivery Reorganization Placed on Hold for 6 Months

The nurses in the Labor and Delivery unit have managed to get a hold placed on an ill-conceived reorganization that would have thrown the unit into turmoil.

The proposed reorg would have moved a unit that is a mix of 8-, 12-, and 10-hour shifts with a variety of start and stop times to almost solely 12-hour shifts with two start and stop times. ONA surveyed the unit to find out how they viewed this proposal.

With a 96% response rate we found that a clear majority of nurses felt the proposed reorg was not the right solution to the staffing challenges they have been facing. They shared that they believe their manager had deliberately failed to post vacant positions and created some very unappealing patterns as a way to discourage people taking certain shifts, among other things. The nurses had straight forward proposals for solving the problem that didn't involve a reorg.

In the course of the reorg negotiations, ONA objected to the proposed reorg using new contract language in 8.4.4. that requires the consent of the Association to significantly change a shift length mix on a unit. As we reviewed the data on the shift length mix in the unit, we saw that the shift length mix had been eroded over time in violation of the intent of this language.

This led us to ask for a meeting with Heather Wall to discuss the intent of the language and share our concerns that it was being violated. At the same time nurses on the unit were appealing directly to Heather sharing their concerns about the reorg and their ideas for solutions. The nurses also engaged in sticker action with support from other units and gathered signatures

on a petition calling on Heather to halt the reorg. All of these actions, together with Heather's own investigation of the situation, lead to her decide to put the reorg on hold for six months.

Instead of moving forward with the reorg, ONA and Sacred Heart came to a formal agreement to form a joint committee with managers and nurses to trial scheduling changes. In addition, Heather is engaging Renee Thompson of the Health Workforce Institute to work with all staff on the unit in an effort to improve the culture on the unit and support staff in working together as a collaborative team. This process will be given six months to trial alternative solutions. If at the end of six months the committee isn't able to establish a schedule that addresses the needs of the unit the reorg can be restarted.

This is a great achievement of nurses standing together to make a strong case for an alternative to a reorg. While sometimes a reorg is the right thing, in this case there were other obvious solutions that deserved to be tried first. The Labor and Delivery nurses should be proud of this accomplishment. Thank you to everyone who supported their efforts in this campaign. And thank you to Heather for listening and recognizing that these nurses can contribute to finding staffing solutions that will ensure safe patient care for laboring mothers and their babies.



AFL-CIO Call for Action On OSHA Standards

Facing the coronavirus outbreak, unprecedented wildfires, an economic free-fall, and long-standing structural racism, these are incredibly difficult times for Oregon's working people and families.

It's clear working people need more protections on-the-job, not less. Sadly, Oregon OSHA, the state's agency designed to protect workers, has completely abdicated its duty to keep workers safe.

The current and proposed Oregon OSHA rules to make sure work is safe are not nearly enough, leading to workers being needlessly exposed to COVID-19 and fueling workplace outbreaks. With nearly 500 Oregonians dead as a result of COVID-19, many of

whom contracted the virus through a workplace outbreak, we cannot afford anything less than strong protections at work.

We need your help to implement strong, comprehensive workplace protections from infectious diseases like COVID-19 for all Oregonians. It's time to call on Governor Brown and urge her to make work safe, before it's too late.

[Click here](#) to urge Gov. Brown to make Work safe!



Food for Lane County Fundraising Effort

Join the SHMC & SHHCS Executive Committees in Food for Lane County Fundraising Effort

COVID-19 and now the local wildfires continue to be a challenging and uncertain time for us and our community. The outpouring of love and support we as healthcare workers have seen from our community has been amazing!

Your local SHMC and SHHCS ONA executive teams want to help give back to the community! The fight against COVID-19 and the local wildfires are straining the resources on many people in our community who depend on Food for Lane County to access food. Your support will help provide emergency food boxes, meals and groceries for seniors, snack packs for school aged children and so much more! Your gift gives hope when it's needed the most.

If every one of our nurses was able to donate just \$25, we could raise over \$35,000 for our local food bank! Please consider giving if you are able!

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Thank you!

Your SHMC & SHHCS ONA nurse executive teams!

Chris Rompala, Kevyn Paul, Nancy Deyhle, Jessica Detering, Wendy Nau, Lisa Diriwachter, Tonya O'Dell, Jenn Fain, Stacey Wetherell, Jo Turner, Desi Atwater, Diane O'Connor and Danielle Kelly.



<https://fundraise.foodforlanecounty.org/ONA>

How Uneven Schedule Exchanges Work

We have heard from some nurses, working under relatively new managers, that they are being denied schedule exchanges in violation of the contract. We thought we would remind everyone what the contract says and the process.

Sacred Heart Medical Center contract Article 8.13 (see below) {Article 8.12 in the Sacred Heart Home Care Contract} lays out how uneven schedule exchanges work for both regular and per diem nurses. Read the entire section and subsections to see the exceptions. Nurses wishing to make a schedule exchange must submit a form to their manager or scheduler after the schedule has been posted.

Article 8.13 Schedule Exchanges.

There are no restrictions on the number of uneven schedule exchanges a regular nurse can take with PTO provided that the replacement on the schedule is qualified to do the work. Per diem nurses may also arrange unlimited uneven schedule exchanges with other per diem nurses. Even schedule exchanges must occur within a period of thirty (30) days, and even exchanges between nurses on different shifts shall be limited to three (3) per nurse per work cycle except for exchanges made for educational purposes.

Notwithstanding the preceding sentence, even exchanges of scheduled call for nurses in the Operating Room may occur within two (2) consecutive work cycles. Although no schedule exchange is

allowed to result in the payment of premium or overtime pay at the time of the request, such pay shall not be excluded as a result of subsequent work being assigned by the Medical Center after the schedule is posted and performed by the nurse following the approval of the exchange. Uneven schedule exchanges can only be submitted after the schedule is posted, unless the request is needed to complete an otherwise approved PTO request for a block of four (4) scheduled days or more. The Medical Center may deny an uneven schedule exchange request only if the nurse making the request is not qualified, the exchange will result in overtime or premium pay, or the request is made within seven (7) calendar days of the requested exchange.

8.13.1 Nurses with an FTE appointment of 0.7 or above may take a maximum of five (5) uneven schedule exchanges without PTO use within a calendar year. All other uneven schedule exchanges, including all uneven schedule exchanges taken by regular nurses with less than a 0.7 FTE, shall be taken with PTO. An uneven schedule exchange of any part of one shift shall be considered one exchange, unless exchanges from more than one nurse are required to cover one shift on a nurse's schedule.

8.13.2 Schedule exchanges made for the purpose of conducting hospital business (committees, education/in-service, etc.) do not constitute uneven schedule exchanges.

Know Your Union Weingarten Rights

Have a Steward Present in Meeting with Management

As a union member you have certain legal rights when it comes to meetings with a manager or human resources that might result in discipline. These are known as Weingarten Rights. This right means that if you are called into a meeting with a manager, assistant manager or human resource partner you are entitled to have a steward present if that meeting could lead to discipline later.

You have the right to evoke this right any time before or during a meeting. If the meeting has already started

and you begin to suspect it might lead to discipline, you can ask the manager/HR partner if the meeting might lead to discipline. If they say "yes" you can stop the meeting and tell them it will have to be continued at a time you can have a steward present.

If you are asked to come to a meeting and you are told it might lead to discipline, you can have the meeting rescheduled for a time that a steward can be present if one isn't available for the proposed time.

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Know Your Union Weingarten Rights

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Sacred Heart managers used to be very clear with nurses if they were being asked to have a meeting that might lead to discipline. They would inform nurses that they had a right to a steward. Unfortunately with the influx of many new managers, assistant nurse managers and new HR partners in the past year, we have been hearing stories of nurses being called into meetings without informing the nurse that they had a right to a steward or being clear that the meeting was one that could result in discipline.

Know your rights and use them! We have a Steward Council at Sacred Heart Medical Center comprised of nurse stewards ready to represent you in a meeting with your manager if needed. You can reach out to your unit steward directly or contact one of the ONA labor relations representatives for help. A list of stewards and their contact information can be found on the SHMC & SHHCS webpages:

[Click here for SHMC](http://www.OregonRN.org/86) Steward list, or go to www.OregonRN.org/86 and follow the Steward link.

[Click here for SHHCS](http://www.OregonRN.org/85) Steward list, or go to www.OregonRN.org/85 and follow the Steward link.



Make Our Union Stronger by Becoming a Steward

Are you interested in learning more about representing your coworkers, problem-solving workplace issues, welcoming new members to their union, and building our union's overall power to make improvements for nurses?

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleagues' questions and discuss concerns and help keep every nurse up to date on important union activities.

[Register today](#) to participate in a virtual steward training, Saturday, Sept. 26, 9 a.m.-1 p.m.

More steward training dates are being finalized.

Next training date is Nov. 7 from, 9 a.m.-1 p.m.

[Register here for Nov. 7.](#)

Visit www.OregonRN.org to learn more.



Saturday, Sept. 26