Agreement Related to COVID Vaccinations

ONA has reached an agreement with PeaceHealth to address the impact on nurses from the COVID vaccination. The agreement states: "the Employer will pay the nurse at the nurse’s straight-time rate of pay for scheduled hours lost, for up to four shifts if the nurse experiences side effects as a result of the vaccination." You can read the full text of the agreement here. This agreement covers all ONA nurse members working at PeaceHealth facilities in Oregon. It is retroactive to cover any nurses who received the vaccine prior to the signing of this agreement. It means nurses will have two additional days of pay than was previously provided by PeaceHealth for dealing with the vaccination’s impact.

COVID Memorandum of Understanding (MOU) Update

ONA continues to work on renewing the COVID MOU with PeaceHealth. We received hundreds of responses from members on ONA’s COVID survey that were very helpful in informing the proposals ONA put forward at our last session. We also shared a number of concerns raised in the survey with PeaceHealth leadership, which Heather Wall committed to following up on. Thank you to everyone who took time to respond to the COVID survey.

It was an important source of information that helped us understand how this pandemic has impacted your work.

In terms of the MOU, PeaceHealth did finally agree to provide nurses with an extra five minutes for both meal and rest breaks to reach a designated break area. In addition, the draft MOU commits PeaceHealth to providing adequate PPE and notifying nurses as soon as possible if they learn a nurse was exposed at work. We will also be re-starting the twice monthly meetings with leaders from Riverbend, University District, Peace Harbor Medical Center and ONA executive committee members even while we finalize the formal agreement.

ONA offered a new proposal on the COVID sick time bank to create a pool of any unused COVID-related sick time to be dedicated to nurses who contracted the virus and are still experiencing long-term medical impacts. At this point, PeaceHealth has rejected that proposal; However, they are providing all new hires with 80-hours of COVID sick time and have extended the use of that time through March 31, 2021.

ONA also proposed that nurses caring for COVID patients earn additional PTO at a rate of two hours for every eight hours worked.

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Our rationale is based on the fact that the way nurses are being asked to provide care on COVID units means they are responsible for tasks that are normally handled by other caregivers like CNAs or environmental services. This means nurses are bearing a much higher workload when they work COVID units than when they work with other patient populations. At this point, PeaceHealth is rejecting this proposal.

Your elected executive committee members are deliberating on whether to sign the agreement as it stands now or try to push for these two items, a sick bank pool and earning PTO when caring for COVID patients. It has been a long process trying to sign an updated agreement. We believe the places where we have reached agreement provide good clarifications and protections for members but still believe PeaceHealth could do more to acknowledge the extreme challenge this pandemic has been for nurses on the frontline.

COVID-Related Temporary Medical Benefit Enhancements Clarified

There has been some confusion about the temporary waiver of copays, coinsurance and deductibles. These benefits only apply if you use PeaceHealth clinicians and facilities. This is different for people on the PPO versus the ABHP plan. Here is the breakdown:

- PPO plan: elimination of copays, coinsurance and deductibles;
- ABHP plan: elimination of copays and coinsurance.

These changes will continue through March 31, 2021. If you are having issues related to receiving these enhancements of your benefits, please reach out to one of your ONA labor representatives if human resources is unable to help.

SHMC Steward Council Active Again

Our new ONA/SHMC steward council captain, Nancy Deyhle (ICU), has been busy during her first month on the job. Nancy has attended numerous investigatory meetings and filed grievances on behalf of a number of nurses. She recently held two meetings of the SHMC Steward Council with 14 stewards in attendance. Nancy provided the stewards with a briefing on some current challenges including the appearance of retaliation by a couple of nurse managers towards nurses who filed Staffing Request and Document Forms (SRDFs). Per our contract, retaliation for a nurse filing an SRDF is prohibited. The stewards brought forward and discussed various issues they are seeing on units that need some attention from ONA. Having the eyes and ears of these nurse stewards on the floors is invaluable to helping keep the contract enforced and protect members’ rights.

If you are interested in learning more about being a steward, please contact Nancy Deyhle (Deyhle@OregonRN.org). We still have many shifts and some units that don’t have a steward right now. ONA is hosting online steward trainings throughout the year in 2021. The full calendar is posted on the ONA website at www.OregonRN.org/events. You are welcome to attend a training even if you are still exploring if you want to serve as a steward. The training is free and open to all bargaining unit members.
SRDFs Critical to Document Staffing Issues

We have been receiving more SRDFs recently from nurses at University District. These staffing issues are not new – the increase in SRDFs is because these nurses are realizing the importance of documenting when they are not staffed to the unit’s staffing plan. ONA encourages nurses to take the time to file SRDFs when their unit is short on staff. This provides an important record that is reviewed by the staffing committee and professional nursing care committee to identify areas in need of improvement.

Nurses are encouraged to notify their charge nurse, assistant nurse manager or other leadership before filing the SRDF, but it is not required. In addition, the contract prohibits management from retaliating against a nurse for filing a SRDF.

See below for detailed instructions on filing an SRDF.

How to File SRDFs

SRDFs are a vital way to document and elevate your concerns around safe staffing. There has been some confusion lately over how to find and submit an SRDF.

**Staffing Request & Documentation Form (SRDF)**

- Is your unit compliant with your staffing plan this shift?
- If no, notify your charge nurse & advocate for increased staff.
- Charge nurse is expected to notify manager and house supervisor.

**When to Fill Out An SRDF**

If your staffing plan isn’t being followed or staffing is insufficient to meet patient care needs such as:

- Assessments, documentation, medications including PRNs, ADLs, etc. and/or staff are not getting lunch or breaks.

**Why Fill Out an SRDF?**

To increase patient safety, staff safety and improve patient care.

**Where Does the SRDF Go?**

Nursing administration and ONA, staffing committee and PNCC for review and analysis with contractual response from nurse managers within 30 days.

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**Per ONA Contract 17.8**

"Retaliation or intimidation of an individual nurse who submits documentation of staffing deficiencies is inappropriate and shall not be tolerated."

**Questions or Concerns?**

Direct Patient Care Nurses of RiverBend Staffing Committee: RBStaffingCommittee@gmail.com

Professional Nursing Care Committee for Practice & Safety Issues: RiverBendPNCC@gmail.com

ONA Assistance: Practice@OregonRN.org

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Log in to your work computer and fill out as much as possible!

Go to:

- Crossroads Clinical
- Nursing Online
- Resources for ONA
- SRDF (RB Campus or UD Campus)
ONA Updates Nurse Staffing Complaint Process

Has your hospital violated the nurse staffing plan? Have you been using a system for meals and breaks that leaves your unit staffed below your core or minimum nurse staffing levels? You may need to file a complaint with the Oregon Health Authority (OHA), the hospital nurse staffing regulatory body. OHA must, by statute, perform an investigation of a staffing complaint within 60 business days of receiving the complaint. OHA recently updated the complaint process, which now includes a supplemental list of questions specific to nurse staffing.

If you are filing a complaint, it is important to note you will need to fill out both the Health Care Facility Complaint Intake Form and the Hospital Nurse Staffing Additional Questions Form.

Unfair Labor Practice Filed by ONA

Sacred Heart Home Care Services (SHHCS) has seen many changes implemented over the last year without the collaboration of our SHHCS elected leaders or ONA. ONA has addressed each one of these and bargained the impacts. This isn’t the relationship that we are used to having with SHHCS administration.

Most recently a change was implemented impacting two Home Health (HH) nurses whose positions were deemed remote. This constituted a significant change in working conditions which is a mandatory subject of bargaining.

This change was implemented prior to any notification to ONA. Once we were informed of the change, we issued a demand to bargain over the impacts. At that point Sacred Heart should have stopped their implementation of the change but they did not. This constituted an Unfair Labor Practice, so ONA filed a formal complaint with the National Labor Relations Board which is investigating. We will keep you posted on the outcome.

Under Pressure: Nursing Care During Community Crises

Join the ALL-NURSE panel and share in a discussion about the challenges and triumphs nurses have experienced in 2020 AND the opportunities we see in 2021.

Presented by The Oregon Health Forum and sponsored by ONA, you’ll hear from Susan King, RN, MS, CEN, FAAN retired Executive Director of the Oregon Nurses Association, Diane Solomon, PhD, PMHNP-BC, CNM, behavioral health clinician, and Rep. Rachel Prusak-D, District 37, Tualatin/West Linn. This event highlights the struggles and triumphs of Oregon nurses in caring for our community and themselves during the emergency encompassing a pandemic and unprecedented social, political and economic upheaval.

Click here to register for this free event on Feb. 15 at 10 a.m.
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 colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

We will offer three, rotating trainings in 2021. Introductory steward training focuses on representing your coworkers and problem-solving workplace issues. Grievance handling covers identifying, filing and following up on contract grievance. Building worksite power stresses how to build your union and create an environment that results in improvements for nurses.

Find the training that works best for you!

Space is limited so register today at:

www.OregonRN.org/Steward-Training
Virtual Nurse Lobby Week

Feb. 22-26, 2021

We Always Show Up!

Join hundreds of nurses and nursing students for Virtual Nurse Lobby Week, Feb. 22-26.

This is your opportunity to change Oregon’s health policies, improve nurse staffing, raise patient care standards and more by meeting with legislators to advocate for innovative health care solutions. Share your experiences and stories with legislators to help shape health policy for years to come!

This year, you will have multiple opportunities to advocate for your profession and patients, including:

- Virtual Legislative Meetings
- Video Testimonials
- Online Letter Submission

Learn more and register for Nurse Lobby Week and Membership Meetings at:

www.OregonRN.org

Legislative Priorities

- Hospital Nurse Staffing: Emergency Planning & Funding OHA for Effective Oversight
- Telehealth Reimbursement
- Workers Comp and COVID-19
- Public Health Modernization
- Addressing Racism as a Public Health Crisis
- Progress Toward Universal Health Care

Leg. Agenda Membership Meetings

Get your first updates on legislative hearings and priorities this legislative session.

- Monday, Feb. 1, 6-7:30 p.m.
- Wednesday, Feb. 3, 6-7:30 p.m.
- Friday, Feb. 5, 6-7:30 p.m.