ONA/SKY
Executive Committee

CHAIR:
Aletta Mannix, RN
(Family Birth Center)

VICE CHAIR:
Misty Gravem, RN
(Family Birth Center)

SECRETARY:
Tessa McConnell, RN
(PCU)

TREASURER:
Ashley Chen, RN
(Surgery)

GRIEVANCE CHAIR:
Juliann Underwood, RN
(Surgery)

MEMBERSHIP CHAIR:
Kristin Tyson, RN
(Family Birth Center)

PNCC CHAIR:
Monica Meier, RN
(ICU)

LABOR REPRESENTATIVE
Liz Weltin
503-347-7394
Weltin@OregonRN.org

Oregon Nurses Association
18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062
1-800-634-3552 within Oregon
www.OregonRN.org

Sky Lakes Medical Center (SKY)

COVID-19 Vaccine Mandate MOA

Your ONA executive team met over several sessions with management to discuss and negotiate the impact of the statewide vaccine mandate.

The following is the negotiated Memorandum of Agreement (MOA). Your team worked hard to find agreement that provided fair and equal treatment among staff within the boundaries of the state law.

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Vacancies on Staffing Committee

A carefully created staffing plan is key to meeting the needs of patients and supporting the work of nurses.

Click here for a manual on running a Staffing Committee. Our nurse Staffing Committee is a state-mandated body that reviews and approves nurse staffing plans for each unit in our hospital every year.

It is composed of one-half direct care nurses and one-half nurse managers who work together to establish staffing plans. We meet on the second Monday of every month from 4-5:30 p.m.

Nurses who are on the committee are paid for their time. Visitors are welcome to observe with invitation by the co-chair but do not participate in the committee business. We need representatives from every department on the Staffing Committee so we can ensure all nurse staff have a voice. Appointments are available if vacancies exist between elections.

More about the Staffing Committees and what they do can be found here: www.oregonrn.org/page/113

<table>
<thead>
<tr>
<th>Unit</th>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>MS</td>
<td>Christita Bailey</td>
<td>Non-RN Member</td>
</tr>
<tr>
<td>ICU</td>
<td>Shannon Seater</td>
<td>Member</td>
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<tr>
<td>ICU</td>
<td>VACANT</td>
<td>Alternate</td>
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<tr>
<td>PCU/ACD</td>
<td>Christine Kahl</td>
<td>Member</td>
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<tr>
<td>PCU/ACD</td>
<td>Sabrina Devall</td>
<td>Alternate</td>
</tr>
<tr>
<td>MED/SUR</td>
<td>Megan Romero</td>
<td>Member</td>
</tr>
<tr>
<td>MED/SUR</td>
<td>Cynthia Pope</td>
<td>Alternate</td>
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<tr>
<td>PBC/Peds</td>
<td>Kimberly Stevens</td>
<td>Member</td>
</tr>
<tr>
<td>FBC/Peds</td>
<td>Ashley Cooper</td>
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<td>ED</td>
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<tr>
<td>ED</td>
<td>Ana Torres</td>
<td>Alternate</td>
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<tr>
<td>OR/PACU</td>
<td>Angela Kohler-Edwards</td>
<td>Member</td>
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<tr>
<td>OR/PACU</td>
<td>VACANT</td>
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<tr>
<td>CL/DSL/C</td>
<td>Lauren Roberts</td>
<td>Member</td>
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<tr>
<td>CL/DSL/C</td>
<td>Cheri Lindgren</td>
<td>Alternate</td>
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Halloween Rounds

Your ONA team will be making rounds for Halloween and treating nurses to coffee and chocolate on Wednesday, Oct. 27. Look for us! Those in their ONA gear get a SPECIAL TREAT!
MEMORANDUM OF AGREEMENT

The Oregon Nurses Association (ONA) and Sky Lakes Medical Center (Employer) hereby enter into the following Memorandum of Agreement in response to ongoing health concerns presented by the COVID-19 virus.

PRINCIPLES:

A. The parties share a mutual interest in assuring the health and safety of patients, clients, families, staff, and the community.

B. Nurses and other healthcare workers are on the front lines in the delivery of essential health services to patients in need.

C. The decisions of all parties should be guided by the Center for Disease Control and other public health agencies.

D. The parties wish to work together to take reasonable steps to protect patient’s, clients, families, and staff from unnecessary exposure to communicable diseases including COVID-19.

AGREEMENT:

1. Patient/Nurse Safety and Exposure Precautions:

   a. PPE: Sky Lakes will only impose such measures needed to meet intent of OHA temporary rule OAR 333-019-1010 and potential Federal guidelines. A nurse may request a KN-95/N-95 as needed for patient population. Masks will be replaced at the minimum daily, if supply is limited, more frequently per policy if supply is ample.

   b. Vaccination Status: Each nurse shall be given the opportunity to become fully vaccinated or file a medical or religious exceptions per policy.

   c. The Hospital will provide COVID-19 test(s) at no charge to the nurse. Testing is a component of a reasonable accommodation as defined by OHA and Federal guidelines.
d. No unscheduled absence from work shall be counted as an “occurrence” under the Employer attendance policy if:
   i. it occurs within three (3) calendar days of vaccination, or;
   ii. the nurse receives a positive Sky Lakes COVID-19 test.

e. Paid time off (PTO) will follow federal guidelines and employees will be eligible to use any accrued PTO and/or Extended Illness Bank hours (EIB). Following a vaccination, the nurse could request this time to be unpaid time at their discretion.

2. Vaccination Status: Each nurse shall be given the opportunity to become fully vaccinated or file a medical or religious exceptions per hospital policy.
   a. The Hospital will have available an FDA approved vaccine to the extent that supply exists and is state provided.
   b. If a nurse does not have an approved medical or religious exception on file by October 18, 2021, they will be placed on an unpaid administrative leave effective October 19, 2021.
   c. Failure to adhere to reasonable accommodations after October 18 will result in unpaid administrative leave.
   d. At the end of thirty (30) calendar days, if the employee is not fully vaccinated or does not have an approved medical or religious exception on file, their position will be terminated.
   e. If booster vaccines become part of a mandate, the union and the employer agree to meet to negotiate the impact within thirty (30) calendar days of announcement.

3. Vaccination Information:
   a. No nurse shall be required to wear and/or carry any indication of their vaccination status in a manner that may be visible to their coworkers, patients, or the public: this includes stickers or badge markers. If an employee
has been granted a reasonable accommodation that includes specialized
masking this may or may not be protected.

b. Access to status may be necessary to develop, maintain, and enforce the
policy.

4. Employees will be given opportunities to be cross trained in other departments.

5. Exception: Upon approval of a medical or religious exception for required
vaccination, the nurse shall be allowed to continue to provide patient care if they
follow the agreed upon reasonable accommodation. If the existing laws change
regarding religious and/or medical exceptions, the employer will take all appropriate
actions maintain compliance.

6. Grievance Process: Grievances of denied exceptions will be heard directly at Step 3.

7. For the length of this agreement, transfers may be extended to eight (8) calendar
weeks superseding the CBA Article A. 6 S.2 F if the transfer creates a hardship in
the home unit.

8. Termination: This agreement will remain in effect until OHA temporary rule OAR
333-019-1010 is rescinded or by December 31, 2021, whichever is sooner, unless
either party serves written notice of its intent to modify or terminate the agreement
prior to that date. Such notice shall be given no less than fourteen (14) days prior to
the termination of said agreement. This agreement may be extended or reinstated
by mutual agreement of both parties.

Signed this __14__ day of __October______, 2021

OREGON NURSES ASSOCIATION

Elizabeth Weltin
ONA Labor Representative

SKY LAKES MEDICAL CENTER

Ron Woita
Chief Nursing Officer

2021 ONA/Sky Lakes Medical Center (SKY) Memorandum of Agreement – COVID-19