



# Eclipse FAQs

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#### Oregon Nurses Association

### *What has St. Charles done to prepare for the eclipse?*

- St. Charles has implemented system and hospital-incident command structures and is coordinating planning with state and local officials.
- SCHS has requested 100 travelers for the system; 64 travelers have already been hired with contracts that will allow them to be utilized at any SCHS facility.
- Air assets have been doubled and a partnership with Legacy is in place to ensure that local air support does not have to go further than Portland. This will maintain added air support locally and allow Legacy to transfer beyond Portland if needed.
- A second helipad is being set up in parking lot G in Bend to provide capacity for increased air support. Two larger medivac planes will be staged at the Redmond airport in case the need for multiple simultaneous transportations arises.
- St. Charles is working to secure extra ambulances for the area but hasn't confirmed whether they will be provided yet.
- St. Charles Medical Group and all local St. Charles clinics will have

expanded hours and allow walk-ins (if they do not normally do so) throughout the eclipse period.

- There will be 12 beds available in the tower in Bend on Aug. 10 to provide increased capacity.
- No surgeries will be scheduled for the Monday prior to the eclipse and throughout the eclipse period to ensure operating rooms are available for trauma events, and to reduce post-surgical patient load during the eclipse period.

### *How will resources, including caregivers, be utilized during the eclipse period?*

- Prineville and Madras will shift surgical capacity to Redmond and the Redmond OR will be operating 24/7 during the eclipse period.
- The East PACU, MDU and PCU in Bend will be utilized as inpatient overflow areas as well as unused beds in the FBC. Double-occupancy rooms will be utilized wherever possible and extra beds have been ordered.
- The St. Charles "labor pool" will be managed by incident command and human resources to utilize employees in non-traditional roles

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when needed. Leaders are instructed to direct caregivers to the labor pool whenever they feel that their unit doesn't need them.

- Unrepresented nurses may be utilized as helping hands through the labor pool process but represented nurses will be floated in accordance with the applicable collective bargaining agreement and shared nursing pool side letters of agreement.
- Represented nurses could be referred to the labor pool for non-traditional assignments rather than being HR'd for low census in their unit.
- There will be two house supervisors on during the heaviest volume times throughout the eclipse period.
- All support departments are developing eclipse staffing plans to ensure that there is enough help with room turnover, patient meals etc., to support increased patient volumes.
- Extra trauma surgeons will be in place for the eclipse period.
- Bend classrooms C & D will be utilized as overflow waiting rooms and/or ED overflow and will be staffed with RNs.
- Bend classrooms A & B will be utilized as a discharge lounge for patients awaiting transportation.
- An ethics committee has been created to allow 24-hour physician oversight regarding prioritization decisions such as which surgeries will take priority, which patients will be transferred to Bend from other facilities, and the priority for use of scarce equipment (e.g. which patient will utilize the last ventilator available – hopefully it will not come to this!)
- Each facility will have an onsite Caregiver Respite Room with snacks provided. Bend's caregiver respite room will be located in the East Dining Room, other facilities have not identified a location and/or provided that information yet.
- All units are planning for the expected increased census and are seeking volunteers before offering incentives and/or requesting traveler nurses.

### ***Does St. Charles have to follow the applicable collective bargaining agreement for each facility during the eclipse period?***

- YES! There is no law or disaster declaration that allows St. Charles to violate our collective

bargaining agreements!

- All provisions of the collective bargaining agreements should be followed throughout the eclipse period.

### ***Does St. Charles have to follow the Oregon Nurse Staffing Law during the eclipse period?***

- YES! There is a narrow provision in the Staffing Law which would allow a hospital to be out of compliance with the approved staffing plan **ONLY IF** "the occurrence of a national or state emergency requiring the implementation of a facility disaster plan, or upon the occurrence of sudden unforeseen adverse weather conditions or an infectious disease epidemic suffered by hospital staff."
- The Oregon Health Authority (OHA) has provided guidance on when hospitals may require mandatory overtime if a facility disaster plan is implemented (see below).

### ***Can my manager require mandatory overtime during the eclipse period?***

- The Staffing Law allows the hospital to impose one-hour of mandatory overtime if there is a lack of replacement staff that is realized at the end of a shift. This provision should allow some flexibility to extend a shift if replacements are delayed due to transportation issues.
- The OHA has stated that "A disaster is a calamitous event, especially one that occurs suddenly and causes a great loss of life, damage or hardship. A hospital that implements its facility disaster plan in response to a lesser event is still subject to mandatory overtime limits."
- Hospitals are being advised to carefully document the reason for any implementation of a disaster plan and specifically document the need for mandatory overtime imposed while the disaster plan is in place to ensure that use of mandatory overtime, beyond the limits allowed by law, is not abused.
- St. Charles has assured us that absolutely no mandatory overtime will be prescheduled under any circumstances!
- Nurses cannot be called at home on their scheduled day off and told to come in for mandatory overtime. A request for voluntary overtime can be made but you cannot be

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compelled to come in on a scheduled day off.

- If St. Charles believes that mandatory overtime is necessary, they have assured us that they will only implement mandatory overtime in four-hour blocks and there will be oversight at each step by the incident command team. We have been told that mandatory overtime will not occur in a “one-off” fashion and will consider system-wide resources and be evaluated on a case-by-case basis.

### **Does St. Charles have a plan for out-of-town nurses to stay nearby the hospital during the eclipse period?**

- Yes, each facility has a plan to provide housing for out-of-town caregivers:
- Bend has rented dormitories at the Oregon State University campus and will be providing shuttles to transport caregivers to/from the hospital. Bend has also reserved 80 RV spots for caregivers with their own RV.
- Prineville has secured RV spots at the fairgrounds for caregivers with their own RV. Prineville will also have some sleep rooms at the hospital available.
- Redmond has identified RV spots for caregivers with their own RV. Some local housing typically used for medical students will be available, as well as sleep rooms in the hospital.

- If you are in need of housing nearer to the hospital during the eclipse period, there is a process to follow on Caregivernet to make such a request. If you have trouble identifying how to do this on your own, let your supervisor and/or manager know of your need as soon as possible.

### **What should I do if I feel the contract/law/hospital policy is not being followed during the eclipse period?**

- *Document, Document, Document!* Make sure to document any situations that you feel are a violation of the contract, the law and/or hospital policy. If you do not have time to complete an SAS form, take the time to make some handwritten notes so that a form can be completed at a later date. If the issue is not appropriate for an SAS, document the incident including date/time/ witnesses in any way that you can and then contact an ONA leader or representative as soon as possible to assist you with proper resolution of the issue.
- Make note of the grievance timelines in your contract. If you feel a contract violation has occurred, it is imperative that a grievance be filed in a timely manner or it will be denied. Bend and Prineville nurses have 14 days to file a grievance, Redmond nurses have 10 days to file a grievance.

## You Have Rights...and Responsibilities

There is no doubt that the eclipse period will be a challenging time for all nurses throughout the St. Charles system. Regardless of the stressful environment we'll be working under, it is important that your right to be treated fairly and with respect is maintained. We also have a responsibility to provide quality patient care by virtue of our independent nursing license. That means we will need to be extra vigilant during this difficult period. We need to be hypersensitive to fatigue – our own and our colleagues'. We need to stand strong if we face pressures to work beyond our capacity. The Oregon Nurse Practice Act requires that we self-assess for impairment due to fatigue and that we refuse to accept any assignment which we are not “educationally prepared” for. The Act is clear that we should not accept assignments which we do not have

the “knowledge, skill or ability to safely perform.” During this challenging event, please remember that your nursing license could be jeopardized if a patient care error is made regardless of the fact that you have been placed in an unsatisfactory assignment by St. Charles. Know your rights and responsibilities and be prepared to stand up for them if needed!

### **Resources for More Information**

Access the Oregon Health Authority FAQ [here](#).

More eclipse– related information from Oregon Nurses Association is [here](#).

St. Charles has been providing information through their *In The Know* newsletters which can be found on Caregivernet. They will be adding an “Eclipse” icon to the main page of Caregivernet this week.



# Register for ONA BU Leadership Conference

## Sept. 19-20, 2017 ♦ Portland, OR

Upgrade your nurse leadership skills at ONA's Bargaining Unit Leadership Conference Sept. 19-20 at the Portland Hilton and Executive Towers in downtown Portland.

- Solve local issues through concerted actions
- Build strength through issue-based organizing
- Identify and develop nurse leaders



Join ONA nurses and staff from across Oregon to discover new ways to engage your coworkers, build nurse strength and create a community of committed advocates who can lead changes in your facility.

### Agenda and Topics

This year, participants will choose one of two educational tracks to attend with sessions designed to develop and hone skills related to that topic. The tracks are:

- Building Power Through Workplace Action
- Building Power Through Bargaining



### Continuing Education

Attendees will be able to earn continuing nursing education contact hours at the conference. Information about which courses and sessions qualify for CE and the number of CE hours offered will be posted before the start of the conference.

Oregon Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.



### Registration

**This leadership event is FREE for ONA members.** Due to the nature of the schedule, members must attend both days of the event.

Conference registration deadline is Friday, Sept. 8. To register, visit the ONA website:

# [www.OregonRN.org](http://www.OregonRN.org)