During the months leading up to March 2020, the ONA executive committee chairs, David Hilderbrand of Bend, Kati McWhorter of Redmond and Sheila Nichols of Prineville, were working together towards an agreement with St. Charles Healthcare System (SCHS) management around a shared nursing resource pool; this is in the planning stages. A survey on some of the components was conducted on all three campuses with ONA members. The survey results are as follows:

- 60 percent of nurses who responded stated they had never worked with a shared nursing float pool
- 22 percent stated they would be interested in a position in a shared nursing float pool
- 52 percent stated they are interested in looking at reciprocal seniority between the SCHS facilities
- 80 percent stated they would welcome the three facilities working on projects together to build ONA Nurses strength and Power

The three campuses are continuing to work together on issues evolving and revolving around the current COVID-19 nursing world. SCHS has been implementing new policies around leave, compensation, staffing and benefits since the Oregon State of Emergency was put into place; their plan is changing rapidly.

Your ONA teams are working together to keep nurses’ voices a part of the continuous decision-making process.

St. Charles Medical Center (STC) Bend, Redmond and Prineville nurses, please click here to give your support to the proposed letter of agreement (LOA) the ONA/STC executive committee members have jointly presented to STC management. The proposal was vetted and agreed upon by all three ONA/STC teams in consultation with ONA’s legal, labor and professional services departments.

The proposed LOA includes the following:

- Testing for nurses exposed to COVID-19 at the hospital’s expense
- Safety equipment equity
- Urgent reassignment protections
- Other essential needs for our patients, our families and our health

We request STC management quickly respond to this LOA so hardworking nurses can continue their work knowing St. Charles Health System has their needs in mind.
Your Labor Representatives

Renee Ruiz has the role of your primary labor representative at St. Charles Bend and St. Charles Prineville. Renee will continue to back-up Liz Weltin with St. Charles Redmond.

Liz Weltin has the role of your primary labor representative at St. Charles Redmond. Liz will continue to support Renee as back-up for St. Charles Bend and St. Charles Prineville.

Renee and Liz will continue to work collaboratively on projects that intersect in the St. Charles system.

Prineville Getting to the Bargaining Table

ONA SCHS Prineville nurses will be in bargaining soon. For several weeks the team has met to discuss proposals and made plans for nurses’ voices from all over the Prineville facility to be heard at the bargaining table. Using in person meetings early on and switching to video conferencing for the most recent planning sessions, the team has been keeping the momentum at Prineville moving forward. The team calendared several dates in April 2020 to bargain with SCHS management for a new contract. Since the State of Emergency will now likely last past the end of April, the ONA bargaining team will be working with SCHS management to move bargaining dates to a more secure time without undue impact on the nurses. The ONA bargaining team includes:

♦ Sheila Nichols, Chair
♦ Amber Payne
♦ Jennifer Lewis
♦ Jeff Coughenour
♦ Lyndsay Hernandez

How to Fill Out the SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;

4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.
Nurses Win Right to Wear Own PPE

Proper personal protection equipment (PPE) is, and will be, a constant issue through the COVID-19 crisis. In order to preserve supplies the facilities have on hand, nurses in all three ONA/St. Charles Healthcare System (SCHS) represented facilities pushed for an agreement with SCHS management for nurses to wear PPE they bring from home. This includes N-95, respirators and surgical masks. This issue has been a fight for nurses around the country and with ONA nurses standing together, good things for nurses happen!

The community has also been asked to help with donations of N-95, surgical masks and even the SCHS pattern of a homemade mask. ONA nurses have reached out to their neighbors, friends and churches to aid in this effort. If you have connections who wish to donate, please drop the supplies at the following Bend-La Pine school district Grab & Go lunch locations:

- Amity Creek Magnet at Thompson School
  437 NW Wall St., Bend
- Bend Senior High School
  230 NE 6th, Bend
- Elk Meadow Elementary School
  60880 Brookswood Blvd., Bend
- Ensworth Elementary School
  2150 NE Dagget Lane, Bend
- Mountain View High School
  2755 NE 27th St., Bend
- Pilot Butte Middle School
  1501 NE Neff Rd., Bend
- R.E. Jewell Elementary School
  20550 Murphy Rd., Bend
- La Pine High School
  51633 Coach Road, La Pine

Share Pictures of You and Your Crew

ONA SCHS and ONA statewide are looking for pictures of ONA nurses in their PPE, especially the homemade masks. Sharing your pictures with nurses around Central Oregon and around the rest of the state helps all of us feel united in the fight against the virus! To submit your pictures, please email them to your labor representative, Renee at Ruiz@OregonRN.org.
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](https://www.OregonRN.org/coronavirus) 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](http://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!](https://www.facebook.com/foldapart/)

**Report Violations**

To report a violation of Coronavirus protocol in your facility, please email [Practice@OregonRN.org](mailto: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: