St. Charles Bend & Prineville - Staffing during the COVID 19 pandemic

December 11, 2020

We understand things are scary and moving very quickly. Your ONA leadership is working to make sure your rights and practice are protected during this unprecedented time. (We have all been using that phrase a lot in the last 8 months.)

This week we have been in discussion with SCHS management regarding where the facilities are with surge and disaster planning. Management says SCHS has declared a State of Emergency. We are waiting for the declaration paperwork to be shared with ONA.

What we do know is elective procedures have been stopped. This means staff in procedural areas are being assigned to the Labor Pool. We have been assured there is plenty of work for nurses to fulfill their position commitments.

Nurses assigned to the Labor Pool will be given training on EPIC and other CBLs to be able to help in other areas of the facilities. If you are being sent to a unit to task or assist, this does not mean you will be in the primary nurse role. Please communicate with you manager and the nurses on the unit you are not familiar with when you are reporting for your assignment. Communication is ALWAYS important!

When SCHS declares a facility state of emergency, there may be a need to have nurses who hold day positions to work nights. If this happens, we were told it will be volunteers first, most qualified for assignment (e.g. if a nurse moved from ICU to OR in the last few months or often picks up extra shifts in the unit needing help), relief staff in variable position, relief, then regular positioned staff nurses.

Always remember, you have rights and obligations under the Oregon State Nurse Practice Act.

- [OSBN decision making document](#)

Review the Mandatory Overtime document updated by ONA in December 2020.

- [Mandatory Overtime FAQ](#)

If you are exposed to COVID-19 at work, PLEASE, PLEASE, PLEASE go online and fill out an Oregon L&I Claim (workers comp) and an ONA SRDF. We need this for you to get more resources as they come available.

If you need an accommodation for a medical reason or other reason, contact Human Resources and UNUM. There are many resources available through the State of Oregon and ONA.

- [ONA’s COVID-19 Resource Page](#)
Lastly, please give each other grace, compassion, and patience. Reach out if you are struggling or see others who are struggling. Stay safe… we need you with us when we get to the other side. We really are in this together.