One Down, One to Go!

Extra Shift Grievances

We have a handful of open grievances at St. Vincent. We typically try and resolve disputes informally, and file grievances after when we are unable to resolve our disagreements with the local HR staff person or manager. Sometimes grievances are inevitable, typically for discipline, or policy changes.

Grievances are an integral part of your union strength and are the way we enforce our contract. Without employing this process, we lose our hard-fought contractual protections. It is the strength of our members and their willingness to stand up that makes our contract and union strong.

This is the case with two grievances filed at the end of 2019 over what appear to be irrational changes from administration to the practice of paying extra shift / incentive shift pay.

Our June 19 (click here) and Aug. 14 (click here) newsletters gave a lengthier overview of these important grievances and can be viewed on the website www.OregonRN.org/83 and follow the news and updates link.

Below are the two situations:

- **4-hour shift grievance.** Nurses agreeing to work an extra/premium shift of four hours or more but end up going home slightly before they reach four hours (e.g., goes home 10 minutes early to save unit resources). Providence stopped paying the premium in these cases.

- **“Fragmented” Extra Shifts grievance.** This happens when a nurse reaches the 36-hour threshold to qualify for extra shift premium partially through a shift. Providence has taken the position that it will not “fragment” a shift and won’t pay extra shift premium for that shift, even after the 36 hours are reached.

**Step 2 Yields the Right Result.**

After our Step 2 grievance meetings in August, we are pleased to report we have resolved the 4-hour shift grievance. Providence issued a letter and agreed with the union that the contract requires incentive pay. We are now working on a process to get the nurses who have backpay compensated and will ensure that anyone who lost pay after this change was announced is paid the premium.

The “fragmented” shifts grievance was not resolved at the Step 2 level and we are moving now to Step 3, with a meeting scheduled October 13. We expect this grievance will move to arbitration.

To learn about the grievance process, look at Article. XXI, pages 61 through 63 of the contract.
Providence has announced changes to the Kronos timekeeping process, which will take effect Sept. 27. Many members have contacted us about this change and asked how ONA will respond and how this will impact their work.

Here’s How We Are Responding:

- Coordinating systemwide discussions despite constraints. Providence has refused to meet with ONA leaders at a common table and has maintained that we must bargain this unit-by-unit (e.g. Providence Willamette Falls Medical Center, Providence Portland Medical Center, Providence Hood River Medical Center etc.)

- Your ONA nurse leaders at Providence facilities have been meeting weekly since the COVID-19 pandemic to bargain over the MOU and COVID-19 protections. These ONA Providence bargaining unit leaders have asked ONA’s bargaining team at Providence Willamette Falls Medical Center (PWFMC) to take the lead on negotiating these changes to address issues that impact our members across Providence.

- The PWFMC bargaining team met with Providence management on Sept. 7. They reviewed the proposed changes, discussed the new process, and the impact this would have on our members.

What We Learned at Our First Session:

- It appears most of these changes will ultimately be beneficial to nurses, such as stopping the “rounding system” which has historically disadvantaged workers.

- Combined meals plus breaks. If these are already allowed in your unit, they will still be available. Nurses will have a “button” on Kronos or option on computer entries at the end of their combined meal/break. This will only be available after 45 minutes following leaving for your meal break. By entering this special meal/break, nurses will be credited with 15 minutes of paid rest break. We are seeking clarification on how the meal clock out will work in the field for Home Health and Hospice nurses.

- Donning and doffing work scrubs. Nurses should clock in before changing into work required scrubs. Donning and doffing time for work scrubs is compensable time.

- No discipline for increased incremental overtime. Due to the elimination of rounding, nurses will now be compensated for all work time. It is likely that this will result in more incremental overtime. Providence is aware of this and nurses should not be disciplined, or negatively evaluated, for doing their jobs.

Providence has provided an FAQ and other information that answers many nurses’ questions. In addition, the new HealthStream modules are helpful. We have also requested more information on how nurses who are required to return early from a meal/break will still receive pay for their 15-minute break.

What’s Next?

- If our questions are answered and it appears Providence has addressed the ONA concerns, we expect that these Kronos changes will begin at the end of September.

- Reach out to us. If you have any concerns, questions or feedback please contact your bargaining unit leaders, union steward of labor representative.
Over the summer, a workgroup selected by Governor Brown was tasked with creating personal protective equipment (PPE) guidance for Non-Emergency and Elective Procedures.

The group created recommendations to the Oregon Health Authority (OHA) on criteria for hospitals proceeding with Non-Emergency and Elective Procedure Guidance related to PPE.

In addition, this guidance would help minimize the risk of SARS-COV-2 transmission to patients, healthcare workers and others; avoid further delays in healthcare for Oregonians; reduce financial impacts to Oregon’s health system; and meet regulatory requirements established by OHA and Oregon OSHA.

Most importantly, the workgroup recommended each hospital should establish a PPE Safety Committee to better understand the analytics behind facility PPE data/dashboard, seek feedback from various staff and reconcile the experience with data, determine the facility’s ability to meet PPE requirements, make recommendation to hospital leadership, and more.

A link to the full report of the workgroup’s recommendations can be found here.

The make-up and balance of frontline staff and managers in this committee is similar to the requirements in the Oregon Nurse Staffing Law.

**Key points for ONA members:**

- Each hospital in Oregon must have a PPE Safety Committee operating by September 1, 2020, in order to continue providing non-emergent and elective procedures.

- Membership of Committees is 50% administration/facility leadership and 50% front line and non-direct care staff.

- Front line and non-direct care staff include front line workers (e.g., nurses, emergency room providers, CNAs, assistants); ancillary or non-direct care staff (e.g., housekeepers, respiratory therapists, etc.)

- Membership should be interdisciplinary and represent the hospital workforce.

- Non-administration members will be chosen by co-workers.

- A union representative (one representative per union at the hospital) may attend, but not participate in Committee meetings.

The first meeting at St. Vincent was held Sept. 3, but you can still stay involved.

Reach out to a Committee member or your local officers if you want more information:

- Environmental Services Director, Tina Landeros
- Supply Supervisor, James Meinke
- Caregiver Health, Christene Perkins
- Michele Deewall, RN ICU
- Priscilla Macioroski, RN ED
- Rebecca Wilkinson, ED Tech
- Nursing Administration, Cheri Lebrun
- Daisy, Plascencia, CVL Tech
- Klea Brandberg, CNA Med B
- Maldonado, Jonathan, RN Med B
- Security, Ryan Johnson
- Michael Joyce, PACU RN
- Michael Shertz, ED physician
- Transporter, Ryan L Oliver
- Deana Hodges, ED manager
- Infection Protection, Rita Bacho
- Infection Protection, Nickolas Vollstedt
IV Model Change Announced for Med-Surg Telemetry Division

Providence announced on July 23 that they would be changing the care model to move PIV catheter insertion to the Med-Surg Telemetry Division (Card A & B, Med A & B, Surgical Unit, Oncology, Ortho, Neuro, and the Med-Surg Float Pool), impacting those units and the IV Therapy team.

For more information read the Aug. 14 newsletter (click here), or go to www.OregonRN.org/83 and follow the news and updates link.

We formed a small group of affected nurses and stewards and held our first meeting with management on Aug. 16. We have heard from both the IV team and Med-Surg/Telemetry RNs that there are questions and concerns.

We need to hear from you, and we have opened up a survey for feedback from the Med-Surg/Telemetry Division RNs.

The survey will be open until Wed., Oct. 7. Click here or use the QR code. We will also be surveying the IV Therapy Team and this survey will be released in the next few weeks.

If you have concerns in the meantime, please contact an officer or any member of your special ONA team: Anne Byles (Steward / IV Therapy), Mike Ferguson (IV Therapy), Jason Sangster (Card-B), Kathy Keane (Card-A), Tiffany Tarabochia (Steward / IV Therapy), Stephanie Tanner (CDU / ONA officer at Large), Sally LaJoie (ONA labor staff), Julia Trist (ONA organizer).

www.surveymonkey.com/r/2020ONAPSVMCIVTherapySurvey

Steward Trainings

Interested in standing up for your coworkers? Attend an ONA steward training to learn how to build nurse power, motivate and mobilize your coworkers and defend your hard-earned rights on the job! Stewards are essential to raising standards for nurses, workers and patients throughout the Providence system. This training gives you the tools to make a difference.

ONA’s Providence-specific virtual steward trainings are the perfect basic training for new stewards, nurses interested in becoming a steward, or any current steward looking to refresh your skills and knowledge.

Click here to register now for the next Providence system-wide basic steward training via Zoom.

Share Your COVID-19 Story

Your local nurse leaders continue meeting with Providence administration to push for important COVID-19 protections and extensions. We are currently waiting for a response from Providence to our last MOU proposal with protections.

We want you to know that we are advocating for every member – we need your help to show Providence this affects all of us. Share your story about how Providence’s repeated cuts and refusal to provide nurses' and workers' COVID-19 protections affects you, your coworkers, and your family or share how other Providence decisions (like trying to outlaw buttons or your experiences with Sedgwick) have left you feeling unsupported. With enough stories we can sound the alarm and convince Providence to start Protecting People, Not Profits!

• Click here to share your story

Don’t forget to ask your coworkers to do the same. We are strongest when we stand together.
PEDS & PICU Nurses Step up to Protect Patients and Staff

Over the last several months, IP Pediatrics and PICU nurses have stood together to demand a safe staffing plan for their patients. After several attempts to put forward unsafe staffing plans that left some of our most vulnerable patients at risk, nurses rallied together to make sure frontline caregivers' voices were heard.

At the beginning of September a new staffing plan was proposed that would move the two units to a one charge nurse model with an R-nurse (resuscitation) back-up, but the plan had too many questions and concerns for nurses to support it as is, especially in regards to lack of clarification on the new R-nurse role and minimum PICU trained RNs for PICU patients. Nurses turned out to open forums with management, sent numerous emails and letters of concern, and wrote sticky note changes on the plan that was posted in the unit for review.

Earlier this week, the two staffing committee reps showed up to the House-wide Staffing Committee meeting with five members and explained they can’t support the plan without all clarifications in writing and the amended plan available for all nurses to review again.

Because nurses stood firm together, nurses will have additional time to do a trial period of the new plan and get all of the clarifications needed spelled out in writing before it comes to the next House-wide Staffing Committee meeting in November.

“I am so proud of our unit and the strength we had to come together and stand up for our safety. We have an amazing team of very talented and compassionate pediatric caregivers. As a united front we achieved our goal to be able to create a staffing plan we feel confident working under.” – Nicole Severson RN, Inpatient Pediatrics

AFL-CIO Call for Action On OSHA Standards

Facing the coronavirus outbreak, unprecedented wildfires, an economic free-fall, and long-standing structural racism, these are incredibly difficult times for Oregon’s working people and families.

It’s clear working people need more protections on-the-job, not less. Sadly, Oregon OSHA, the state’s agency designed to protect workers, has completely abdicated its duty to keep workers safe.

The current and proposed Oregon OSHA rules to make sure work is safe are not nearly enough, leading to workers being needlessly exposed to COVID-19 and fueling workplace outbreaks. With nearly 500 Oregonians dead as a result of COVID-19, many of whom contracted the virus through a workplace outbreak, we cannot afford anything less than strong protections at work.

We need your help to implement strong, comprehensive workplace protections from infectious diseases like COVID-19 for all Oregonians. It’s time to call on Governor Brown and urge her to make work safe, before it’s too late.

Click here to urge Gov. Brown to make Work safe!
WILDFIRES

The unprecedented combination of wildfires and COVID-19 is devastating our communities and is at the forefront of every Oregonians’ mind. Nurses and allied health workers are dealing with challenges in their workplace while managing the wildfire risks to our own homes, families and friends. We are here for you and are providing an updated list of wildfire resources so you can stay informed and find ways to support our colleagues and communities.

NEW EMERGENCY DUES RELIEF AND GRANTS PROGRAMS

- ONA's Board of Directors has voted to expand our successful COVID-19 dues relief program which supported members facing lost hours due to COVID-19. Emergency dues relief is now available for members facing a loss of hours due to Oregon's wildfires.
- The Board has also stepped up to create a new emergency grants program to cover expenses associated with wildfire evacuations. Members who have been evacuated for 48 hours or more are eligible for grants of up to $500 to help support you and your family.

If you are experiencing financial hardships due to this disaster, know that we are here for you. Please contact us at MemberServices@OregonRN.org to apply for our new emergency dues relief program OR emergency grants program and let us know what else we can do to support you.

STAY SAFE DURING WILDFIRES

Wildfires are creating poor air quality throughout Oregon, and it’s important to protect yourself and your loved ones from this pollution as well as continuing to prevent the spread of COVID-19. Find out how you can stay safe during these unprecedented times.
- Stay Safe: Wildfires and COVID-19

OREGON WILDFIRE RESOURCES

Oregon’s Wildfire Resource page has critical information including:
- Fire and hotspots maps
- Oregon’s air quality index
- Public health information
- Housing relief applications
- Realtime updates

The Oregon Health Authority has resources on wildfire smoke and public health.

VOLUNTEER OPPORTUNITIES

Register for SERV-OR to be notified about emergency volunteer opportunities throughout Oregon.

Volunteer with the American Red Cross.

DONATION OPPORTUNITIES

Assistance for Oregon and SW Washington Union Families - Labor's Community Service Agency
Oregon Worker Relief Fund - Causa Oregon. The fund is pivoting to raise and distribute funds to individuals and families affected by the wildfires.
Support Local Wildfire Response - Oregon Food Bank
Northwest Response Fund - American Red Cross and KGW.

LOCAL SOCIAL SUPPORT FOR ONA MEMBERS

Many members and staff have taken to their local ONA Facebook groups to share available resources or ask for support.

Find your local ONA Facebook page and request to join if you haven't already.

BE PREPARED

- Sign up for local emergency alerts.
- Wildfire Safety Information.

AFFECTED WORKPLACES

Many hospitals and workplaces have been affected. Several hospitals and health systems are offering their own resources or support. Please check your email to learn what your facility is doing to support you. If your working conditions have changed and you are concerned about its impact on patients and staff please contact your local bargaining unit leaders, labor representative, nurse practice consultant or ONA at News@OregonRN.org.