Virtual Bargaining Moves Forward

Today’s bargaining session was relatively productive. We gave management four proposals, and they offered three in return. We reached “tentative agreement” (TA) on our first article, which means that we came to agreement with management on one piece of our union contract. It will go into effect once we vote to ratify our entire contract.

We made incremental progress towards agreement in a few other articles, but we are still very far apart in some of the biggest issues: just cause, seniority, relief for breaks, and a fair scheduling process.

The part of our contract we agreed to is titled “Equality of Employment Opportunity.” The language in this article protects nurses against discrimination based on age, sex, gender identity, race, creed, religion, color, national origin, marital status, physical or mental disability, or veteran status. Importantly, it also protects nurses based on their union activity and membership.

We are also still fighting for COVID-19 protections. Legacy has yet to give us a formal response to our proposal, and has not committed to providing nurses with additional sick leave even though that is quickly becoming the standard in our community. Providence, Kaiser, PeaceHealth and OHSU have all agreed to offer nurses an additional 80 hours of leave in response to this pandemic. We continue to fight for this standard because we believe Legacy nurses deserve no less.

Organizing Gets Results!

Recently, a patient was admitted to Unity who had been confirmed to have had a recent exposure to COVID-19.

After Legacy refused to send this patient out for testing, nurses quickly mobilized, wrote a petition, and started signing on in droves with a plan of delivering the petition to management on Wednesday, April 15.

In response to the pressure being put on by nurses, this morning Legacy agreed to send this patient out to be tested. We got the results we needed to keep ourselves and our patients safe, and we didn’t even have to deliver our petition!

We know this won’t be the last patient admitted under similar circumstances, so we hope we don’t have to write another petition for Legacy to do the right thing and get patients like this tested before admitting them to our units.
We Want Sick Leave for ALL Because. . .

Procedure masks don’t protect me from asymptomatic clients.

No specialty discrimination. Sick leave for all caregivers.

My daughter has severe asthma and COVID will put her in the hospital.

I should not be penalized for my employer’s inability to protect me!

We shouldn’t have to use APL when not able to get properly tested.

My health is just as important as everyone else that we care for!

It’s necessary for health and protection of your staff. We take care of people, take care of us!!

We don’t want to worry about taking care of our families and being sick.

No one should have to choose between feeding their family or staying home sick.

The work that I do every day puts me and my family at increased risk.

It’s not fair to stipulate “paid time off for KNOWN COVID exposure”.

When we aren’t testing patients & when I got sick I was denied a test.

Caring for patients should not come at a cost to us.

The effects of COVID-19 do not discriminate based on location and specialty.

We can’t take care of patients if we aren’t able to take care of ourselves.

Those putting themselves at risk deserve it!!!

We are risking the health of ourselves and our families!

continued on page 3
We Want Sick Leave for ALL Because. . .

I want to take care of myself as well as my patients.

Caring for patients should not come at a cost to us.

It shouldn’t be punitive to take care of myself when I am sick!

The time I need for my disabled son shouldn’t be used up because I worked unprotected and got ill.

#blackout for Solidarity

Every Tuesday night and Wednesday day shift, we are showing our collective strength and showing that we stand behind our bargaining team by wearing black. Don’t forget to suit up for our weekly solidarity #blackout!

Upcoming Bargaining Dates

Please stay in contact with your bargaining team to hear the latest on bargaining, ask questions and share feedback.

- Wed., April 29
- Thurs., May 7
- Fri., May 29
Petition to Governor Brown to Stand with Health Care Workers

Oregon nurses and frontline health care workers are risking their lives everyday to save patients during the COVID-19 pandemic. Yet, far too many of our hospitals and facilities are not protecting us.

For more than a month, frontline Oregon health care workers and their unions have fought 24/7 for the minimum of COVID-19 protections. However, the vast majority of hospitals, clinics, and health care facilities in Oregon have refused to agree to emergency COVID-19 protections for health care workers. After our courageous health care workers helped flatten the curve to delay Oregon’s surge, it is critical that employers treat their workers with the respect and dignity they deserve and do everything in their power to protect nurses, first responders and all essential workers.

That's why we're asking Governor Kate Brown to insist that health care employers come to the table with their workers and get COVID-19 protections in place before the lives of Oregon health care providers are lost.

Sign the petition to urge Governor Brown to intervene in this extraordinary public health and workers’ rights emergency. We need every employer to help protect all nurses! Stand with all frontline health care workers in Oregon.

Click here to sign the petition or visit www.OregonRN.org/Petition

Completing the Staffing Request & Documentation Form (SRDF) During the COVID-19 State of Emergency

SRDFs & COVID-19

Many processes within hospitals have changed since COVID-19 came to Oregon. With the current State of Emergency, it is not required that the hospital follow staffing plans or the Oregon Hospital Nurse Staffing Law.

However, it continues to be crucial to collect staffing data from within our facilities. The SRDF collects many data points in addition to whether the staffing plan has been followed, and we encourage all members to continue filling out SRDFs when an unsafely staffed shift occurs or patient care is impacted.

To make filling out an SRDF as accessible as possible, the online form is mobile compatible, and a computer is not required to fill it out.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

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 as soon as is possible. The SRDF can be found online at OregonRN.org/SRDF. This version is web and mobile compatible.

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.

Questions about the SRDF process? Email SRDF@OregonRN.org