Oregon Nurses Association (ONA) holds Willamette Valley Medical Center (WVMC) accountable for violating Oregon Sick Leave Act

As you may have heard or personally experienced, management began cracking down on the attendance policy after we won our union election. Their policy appeared to violate Oregon Sick Leave Act (OSLA) by not allowing protection of sick leave days.

Together, we addressed this head on. On Feb. 11, ONA asked WVMC to:

- Comply with the state law going forward.
- Remove any discipline that has been issued relating to protected leave days.
- Make nurses whole for each violation pursuant to OSLA.

The hospital’s lawyer responded to us on March 1: “WVMC takes very seriously its compliance with any and all applicable legal obligations…. going forward, *absences covered under this statutory provision are not counted as absence* ‘occurrences’ under its policy…the Hospital will undertake an audit of past attendance-related disciplinary actions to determine whether there has been any past instance in which the Hospital’s application of its attendance policy was non-compliant with the statute.”

**This is a huge win for nurses at WVMC!** This is what it looks like to hold our employer accountable and what happens when we stand together as a union!

Your elected ONA bargaining team will continue to review policies and together we will hold management accountable to make WVMC a stronger, safer hospital for both nurses and our patients.

Pre-Negotiation Survey!

Thank you to the over 100 nurses in every single department who participated in the pre-negotiation survey! Our bargaining team has been reviewing the results and beginning to write proposals for solutions to the many issues raised in the survey.

ONA on COVID – 19

ONA is posting regular updates on COVID – 19. To learn more, visit the ONA website at www.OregonRN.org/coronavirus

**ONA Covid – 19 Workplace Survey**

ONA Cabinet on EGW Supports You!

The Cabinet on Economic and General Welfare is a statewide nursing committee filled with elected ONA leaders. They met this past week and wanted to show us support as we head into bargaining with management. Being a part of ONA means we are supported by thousands of nurses across the entire state of Oregon!
Coronavirus Update: How ONA is Fighting to Keep Nurses Safe

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. We have received reports from frontline ONA members of suspected Coronavirus cases in at least three additional facilities, which have not yet been confirmed. We have also heard disturbing instances of appropriate practice protocol not being followed by hospital administrators in multiple facilities across the state, and in Washington.

Incidents ONA members have observed firsthand include failure to mask patients with Coronavirus-like symptoms during triage, failure to supply adequate fitted N95 masks to nurses caring for patients with potential cases, and failure to maintain proper quarantine of the family and healthcare provider team of suspected Coronavirus patients.

These breaches of practice standard put us as nurses directly at risk.

ONA has worked diligently through the weekend to implement a Coronavirus response that will keep our members, patients, and communities safe. This has included:

• ONA staff traveling the state to observe protocol to facilities with suspected cases
• ONA conducting an information request to all 50+ ONA facilities to gather information on management’s plans for protecting members and enforcing practice protocols
• ONA engaging with the governor’s office around the need for any furloughed or quarantined nurses to receive paid admin leave instead of being forced to drain earned paid sick leave banks
• ONA leadership sounding the alarm about the risk to our members this outbreak presents in published interviews with NBC Portland, the Oregonian, Willamette Weekly, and Pamplin Media Group
• ONA partnering with both ANA and AFT around a national response to the outbreak, spearheaded and driven by ONA leadership
• Partnering with the Washington State Nurses Association around a coordinated public message and response to the outbreak our two organizations are at the center of
• ONA coordinating with the Oregon Health Authority and a number of hospital employers in an ad hoc task force to manage Coronavirus response, containment, and resource management

To report a violation of Coronavirus protocol in your facility, please email 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:

www.OregonRN.org/coronavirus