

Caring for Our Community During COVID-19

As we work together to navigate the COVID-19 crisis our community faces, the health and safety of our patients and co-workers is at the top of our minds. When we protect our frontline caregivers, we protect our healthcare system — and this will give us the resiliency we need to get through this crisis. In coalition with our WSNA colleagues, we are calling on Island Hospital administration to respond to the COVID-19 pandemic in a way that ensures the safety of us and our patients, while at the same time providing for those impacted financially.



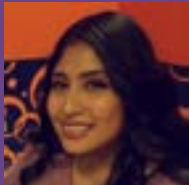
“We had a good meeting with management giving proposals we need to be safe and protect our families. Management even took some of our basic suggestions on improving some communication with staff and directing us to the mental health professionals able to help our frontline teams. We just need to keep reminding them why all our proposals matter to us, all of us.”

Kim Deans, Acute Care



“It’s my belief that every department responsible for direct patient care/patient interaction, from Patient Access to CNAs and RNs, should be fitted for an N-95 and/or directed to wear surgical masks at all times to ensure the protection of our staff. We need to stay healthy and also not pass the virus along to other patients. Management

must protect frontline workers the best we can by providing the proper PPE.” **Sarah O’Connell, ICU**



“At a minimum, to protect each other and our patients, every staff member at the hospital should be wearing a surgical mask—we can all talk to the HUC on duty at the beginning of our shift to ask for one! Additionally, everyone working with COVID patients or in the ER should be getting a minimum of one fitted N-95 mask per shift.

Management should be checking to make sure this happens and we should be receiving clear communication at the beginning of every shift about accessing and fitting our PPE.”

Beatriz Martinez, ED

Healthcare workers are on the frontlines of the coronavirus, but we don't have the protective supplies or tests we need. [Add your voice to the thousands of healthcare workers demanding that the Trump administration and corporations act now.](#)

We’re joining together with Washington State Nurses Association and UFCW 21 to demand safe working conditions and fair pay for every frontline worker. [Add your name to the petition urging healthcare employers and elected leaders to act.](#)

Covid-19 Bargaining Team

- Donna Greener, EVS
- Carrie Shelton, SPD
- Kelly Schaefer, SPD
- Sarah O’Connell, ICU
- Beatriz Martinez, ED
- Kim Deans, Acute Care

Protection for Healthcare Workers

As a union, we are advocating at all levels and in every form for adequate protective equipment (PPE) for all healthcare workers. We believe that N-95 respirators are the gold standard for PPE. Due to the grave PPE shortage we are facing, the CDC has made the interim recommendation that surgical masks be used by healthcare providers in some circumstances.

We believe that the supply shortage must be addressed in the most aggressive way possible. Together with our healthcare union partners in the state of Washington, WSNA and UFCW 21, we have released a statement calling on the federal government to do all in its power to increase the supply of the N-95 masks and other PPE, including releasing supplies from the national PPE stockpile, specifically targeting states like Washington that are in the midst of the COVID-19 outbreaks, and incentivizing US companies to manufacture more PPE. It is critical that PPE that is available is provided in an equitable manner to all caregivers and that we have access to proper fit-testing and instruction in PPE use in every language we speak.

COVID-19 Member Hotline


If you want to report an incident at your facility related to COVID-19, or have concerns about your safety in the workplace or questions about the impact of COVID-19 on your work, please call our COVID-19 member hotline: (866) 977-0247

Take the survey!

It is important to have accurate and reliable information about our experience with COVID-19 as healthcare workers. As a union, we are taking a survey about our experience with the availability of personal protection equipment, as well as staffing, safety, training and sanitation practices.

Our goal is to identify employers and units where there are particular problems or concerns, as well as to identify places where best practices are in use. Aggregated, anonymized information may be made public, but your individual responses will be kept private.

If you haven’t already, we invite you to take the COVID-19 Experiences in the Workplace survey



Use the QR Code to take the survey

Our Proposals

- 1.** Anyone exposed to COVID-19 at work and then quarantined must be placed on Paid Administrative Leave. It's important that we protect our sick leave and vacation leave for future use.
- 2.** Those unable to work due to being part of the CDC's at-risk group (older than 60 or with an underlying medical condition) may request an accommodation in their assignment, a leave of absence, or access to unemployment benefits. Maintaining our health care benefits will be a priority.
- 3.** Anyone working in a job or area affected by closures or reduction in services must be offered alternative assignments at their regular rate of pay and FTE status.
- 4.** The hospital will provide training to ensure employees have orientation and competence in any newly assigned roles.
- 5.** All employees will have access, at a minimum, to fitted N-95 masks, gloves and goggles. Upon request gowns will be made available to caregivers. Caregivers will be permitted to wear self-supplied PPE until national shortages are resolved.
- 6.** The hospital will ensure there are enough PAPRs on each unit to respond to two or more codes simultaneously with a full staff in the room.
- 7.** Communication and direction on the use of Personal Protective Equipment (PPE) will be clear and consistent and delivered during huddles or beginning of shift in addition to in all electronic and posted communications. Guidance on the use of Personal Protective Equipment (PPE) will be in multiple languages and in clear, uncomplicated phrasing, and in-person training will be provided to all employees that interact with patients regarding the donning and doffing of Personal Protective Equipment (PPE).
- 8.** In order to ensure safety of our EVS caregivers, for all rooms that do not have negative airflow, EVS will wait a full two hours before entering the room to clean and disinfect. For those rooms with negative airflow, EVS will wait one hour before entering the room. For rooms with confirmed COVID-19 patients or rule-out patients EVS will wait a full three hours.
- 9.** The Employer will provide all employees who have been exposed a written notice within 8 hours of a known exposure. The written notice will include: the date of exposure, assessment of exposure risk and the Employer decision on whether to permit the nurse or healthcare worker to work or be placed on paid leave.
- 10.** The Medical Center shall prioritize the testing of health care workers working with COVID-19 and COVID-19 rule-out patients.