

Advocating and staying united to protect our co-workers and patients during COVID-19

As a comprehensive healthcare union and a team responding to a pandemic that brings with it much uncertainty, we do know one thing: Our commitment to our patients is unwavering.

In face of huge PPE shortages and the rationing of supplies, our team is there. We ask that our hospital make the same unwavering commitment to our safety and economic security. **We cannot be put in the position of having to make an economic decision that competes with necessary health and safety decisions.**

Many healthcare employers have already made these commitments to their employees (including Harborview, Swedish-Providence, MultiCare, UW Medicine, Kaiser, Washington State, Evergreen, Northwest Hospital, CHI Franciscan and Valley Medical Center). We ask Kadlec Regional Medical Center to join these other health systems in supporting frontline workers and commit to the following:

- Members will remain in paid status if placed under quarantine by the employer or acquire COVID-19 with no resulting loss of pay, benefits, or accrued time off.
- Extending the deadline of the 80-hour emergency bank
- Member will remain in paid status if self-quarantined due to being a part of high-risk group (> 65 or with underlying medical issues)
- The employer will follow March 10, 2020, OFM guidelines regarding telework, including for employees who have underlying medical issues and are in the at-risk group. This includes work projects from home and other professionally enriching activities.
- The employer will follow April 13, 2020, Proclamation by the governor amending proclamation 20-05 for high-risk workers' rights. Including the protection of benefits and job security.
- Hero pay (\$5.00 per hour) that respects the risks and sacrifices we are making caring for our patients in the middle of the pandemic with very limited PPE.
- The employer will provide incentive pay to extra shifts

We want to hear from you about how things are doing in your department. Fill out our survey at <https://1199nw.org/3f3NNWR>. Now more than ever we must speak as one voice!



"As we negotiate with management on an MOU during this COVID-19 pandemic, we would like you to know that we are

putting our members' safety and our way of making a living to the upmost importance. I feel that it shows how far we have come as a union to be able to sit at the table with management and work these types of issues out, like having the proper equipment, to the use of our PTO in order to better provide for our patients and our families."

Billy Haley, Rad/Ir/Cardiac Cath Technologist

We're standing up for our patients

We are having weekly calls with management to clarify any questions and bring up any concerns we might have. From these meetings we have been able to win:

- Masks for everyone
- EVS can now ask for 15 minutes during work time to review their emails and stay updated on the COVID-19 protocols
- Posting COVID-19 emails on a bulletin in Nutrition and EVS
- Uphold our contract in the no-mandatory low census article, including admin pay low census when there is no work to float to
- We will continue to have more conversations with management. Contact a delegate with any questions or concerns you may have.



"I have talked to many CNAs when they come in to due vitals or relieve me for a break and I can't count how many times I have been told that they are the only CNA on the floor during the shift — this is so wrong. One person should not have to be in charge of helping nurses with 15 or more patients during one shift. I have also seen that our PCC is using CNAs as sitters and I think they should use them as CNAs instead of having them just sitting in a room. If the amount of CNAs on the floor during each shift gets fixed, then the problems with the sitters will also get fixed. We need to support each other."

Paige Riddelle, Patient Sitter

We Joined in Healthcare Workers' National Day of Action for Safe PPE

Across the nation healthcare workers and union members stood together for the safety of our community and our families! Kadlec took part in the national effort to raise awareness to move our federal government administration, local officials, and hospitals to provide the appropriate PPE.



“On Thursday, April 9, we took action on a nationwide level. It is important to maintain sufficient supplies of PPE for all staff to prevent infections and spreading the virus. If staff doesn’t have proper PPE they cannot provide care for our patients. Staff are worried about how many days in a row they are wearing masks and if they will be able to replace their mask if it is damaged or soiled. This constant worry is causing unnecessary stress on staff who are already facing high stress, emotionally charged situations. We deserve better.” **Becky Strode, Tele tech**



What's next

- Sign our statewide and national petitions where we are advocating for adequate PPE as well as \$5/hour
- “hazard pay” for all frontline caregivers.
- Statewide petition: <https://bit.ly/3aEhRFM>
- Nation-wide petition: <https://bit.ly/3aEi23U>
- Get more information and stay up to date at 1199nwcovidresponse.org

Protecting ourselves and families

Some of us need to access support for health issues or because of unemployment, either for ourselves or a family member. Washington State has amped up its resources for all of us during this COVID-19 pandemic. More information is available at: 1199nwcovidresponse.org/faq-benefits

1199NW Member Scenario	PFMLA	L&I	UI	FFCRA*	CARES
Low Census			✓		✓
Department Closed No other work available			✓		✓
Department Closed Rejected offered work			Depends why rejected		Depends why rejected
Per Diem Not receiving typical hours			✓		Probably
Immunocompromised	Possibly. If you're able to work use UI		✓		✓
Dependent is immunocompromised	Possibly				✓
Quarantined		✓	✓	✓	✓
Sick with COVID-19	✓	✓		✓	✓
Child Care absences			Depends on if you can work e.g. remotely	✓	If Primary Caregiver and cannot work remotely

*FFCRA is only applicable to private employers with under 500 employees and public employers

Update on High Risk worker rights

Per Governor Inslee’s April 13th proclamation:

- Your employer must utilize all available options for alternative work assignments, e.g. telework and alternative work locations, and appropriate social distancing measures.
- Additionally, employers must allow workers to use accrued leave or unemployment if alternative work is not available and they are not able to work traditionally.
- If paid time off is exhausted, the employer must continue to provide the health insurance benefits that may have been tied to employment until the employee returns to work.
- Employers also cannot take “adverse employment action” against employees who are immunocompromised through eliminating employment through permanent replacement.
- High risk is defined through the CDC’s determination that persons over 65 years of age and people of any age who have “certain chronic underlying health conditions” are more likely to develop a severe illness or die from COVID-19.