

# Working in Unity to Bring Certainty in Uncertain Times

As the frontline of public health in our community we continue to stand united for patient and healthcare worker safety. That’s why we came together with our colleagues in UFCW 21 to negotiate an agreement with OMC that provides some guarantees in these uncertain times.

### Highlights of what we won:

- Pay and benefit protections during quarantine or illness;
- Accommodation and protection for at-risk healthcare workers;
- Commitments regarding PPE including access to N95 masks;
- Access to scrubs, showers, and designated areas to don and doff;
- Timely notice of exposure to COVID-19 positive patients;
- Priority COVID-19 testing for caregivers; and
- Access to Families First Coronavirus Response Act (FFCRA) sick leave and family leave benefits.

- SEIU COVID-19 Health and Safety Bargaining Team**  
 Jonas Brown, Security/Delegate  
 Julie Butterfield, RN/Short Stay  
 Sam Counts, RN/ER  
 Laurie Elmer, RN/OB  
 Dan Grimes, Plant Ops  
 Steve Higgs, RN/ER  
 Julie Millsap, RN/Med-Surg  
 Mike Manley, EVS  
 Lotta Pearl, RN/OR  
 Sue Yanik, RN/ICU  
 Jasmine Charon, RN/ICU  
 Randi McDougall ERT/ER



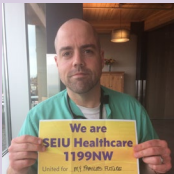
“OMC has done the right thing for their employees by voluntarily opting in to Emergency Paid Sick Leave, so that any employee who is required to stay home due to COVID-19 can take the time they need without loss of pay.”  
**Jasmine Charon, RN, ICU**



“I am glad that management and the union could come together to agree to keep the patients and employees safe at OMC.”  
**Dan Grimes, Plant Operations**



“As a senior nurse, I advocated for my co-workers who are ‘at-risk’—not just those over 60, but for those who are pregnant and have underlying medical conditions. We are not ‘superheroes who don’t get sick’—we are moms, wives, daughters, sons, husbands, brothers—and we deserve to be protected not just for our patients but for our families and for ourselves. None of us signed on for this but we are here to take care of our patients. As a team we met with management several times to secure protection for us and our patients. We now have a Health and Safety MOU that addresses pay and benefits protection for staff, PPE and other important concerns.”  
**Julie Millsap, RN, Med/Surg**



“I am thankful for the dedication of the frontline workers getting it done and making things happen day in day out. I am thankful for my EVS coworkers taking care of me and our hospital. I am thankful for the security guards who are keeping the staff members safe. I am thankful for the dietary workers keeping me fed and the coffee flowing. I am thankful for the administrators who listened to my and others’ concerns and needs to increase safety in our workplace. I am thankful for all of those protecting me so I can protect our families and our community. I am hopeful that if this crisis last longer than June 30 or past a first, second, or third wave that we will all be able to do the right thing again and reinstate this MOU. I need you to continue to be the best part of us; to keep taking care of each other.”  
**Steve Higgs, RN, ED**

## 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](https://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

## COVID-19 Member Hotline

If you have concerns about COVID-19 in your workplace or to report an incident, call our union’s COVID-19 hotline at **(866) 977-0247**

Organizers are staffing the line every day 9:00am – 5:30pm to take your questions. Calls received after 5:30pm will be routed to voicemail and returned the next day.

More information is available on our website: [1199nwcovidresponse.org](https://1199nwcovidresponse.org)

## Take Action

Sign our statewide and national petitions where we are advocating for adequate PPE, safety protections and fair pay for all frontline caregivers.

- Statewide petition: <https://bit.ly/3aEhRFM>
- #ProtectAllWorkers petition: <https://bit.ly/3aEi23U>

# Summary of MOU

View the MOU online by clicking [here](https://1199nwcovidresponse.org/mou-with-omc) or pasting <https://1199nwcovidresponse.org/mou-with-omc> in your browser

## Families First Coronavirus Response Act (FFCRA)

1. Olympic Medical Center will opt into the newly created Families First Coronavirus Response Act (FFCRA) benefits which include:
  - Two weeks (up to 80 hours pro-rated) of paid sick leave at the employee's regular rate of pay if the employee is unable to work because they are quarantined and/or experiencing COVID-19 symptoms; or
  - Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay because they are unable to work due to the need to care for an individual subject to quarantine or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19; and
  - Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.

## Protecting our pay and benefits

2. A healthcare worker exposed to COVID-19 at work will have a combination of options available to them to ensure no loss of pay or accrued time off until the employee is able to return to work (after the required quarantine or recovery period). Options include: Emergency Paid Sick Leave (EPSLA), paid administrative leave, worker's compensation, and, at the employee's option, accrued leave.
3. Healthcare workers unable to work due to being part an at-risk group (defined as older than 60 or with an underlying medical condition) have the option to request an accommodation in their assignment, a leave of absence, or access unemployment benefits. OMC has committed to the continuation of medical benefits.
4. Healthcare workers unable to work due to illness and/or COVID-19 symptoms will have access to EPSLA benefits. Absences or illnesses during this will not count as an occurrence, nor will clocking in late because of required temperature scans.
5. OMC will make a good faith effort to minimize wage loss due to closures and/or reductions in services. Employees may be redeployed; the Medical Center will provide training to ensure employees have orientation in any newly assigned roles.

## PPE

6. Communication and direction on the use of Personal Protective Equipment (PPE) will continue to be communicated via All User Situation Update emails and policies. OMC will aim to provide PPE communication and direction in clear, uncomplicated phrasing in order to increase access to essential information and may provide translations. Additional training needed in the donning or doffing of PPE will be provided if requested.
7. Emergent PPE concerns will be addressed in the Labor Management Committee – both parties will make themselves available to meet within two weeks of requesting a meeting.
8. When PPE is not required and/or not provided and/or does not fit properly employees may wear PPE they have self-supplied.

## N95s

9. OMC will aim to provide healthcare workers working with suspected/confirmed COVID-19 patients with access to fitted N95 masks and/or CAPRs. Healthcare workers working in the following units shall be considered a priority: ED, ICU, Med/Surg and Respiratory Units.
10. When N95s and CAPRs are not available to healthcare workers, OMC will recommend confirmed/suspected COVID-19 patients wear a medical mask when a health care worker is in the room.

## Scrubs

11. OMC will work to provide scrubs to employees in designated units; employees will have access to existing changing venues to don and doff their scrubs as well as showering facilities with linens.

## COVID-19 Testing and Communication

12. Any healthcare worker unable to report to work due to COVID-19 symptoms shall be prioritized for testing or re-testing if necessary.
13. All healthcare workers who have been exposed, such as treating a patient who is not confirmed, but later is confirmed to have COVID-19 with a written notice within two (2) business days of learning of the exposure.