

# Protecting our community and our families from COVID-19

## We won a health and safety agreement with Island Hospital

As frontline workers we are exposed each day to potential harm, but we have never seen a crisis as challenging as the COVID-19 outbreak. We need the resources and support to safely care for patients and we also need to be able to go home to our families confident that we will not pass the virus on them. With COVID-19 we are all confronting uncertainty, including not knowing how long the outbreak will last. In bargaining our COVID-19 agreement with Island Hospital we won guaranteed protections now and in the case of any future COVID-19 outbreak.

## We won guarantees that all our members, regardless of their job, will have access to the appropriate CDC-recommended PPE safety protocols



"Everyone working at the hospital, regardless of their job, is at a higher risk for COVID-19 exposure than the general public. We fought for and won the assurance that everyone will have access to appropriate PPE, which will help protect our

health, and our families' health."

**Sarah O'Connell, ICU**

## For those required to quarantine because of COVID-19 exposure at work, we won the guarantee that we can access EIB directly rather than being required to use up PTO first



"What has plagued me since this pandemic started was that I was going to have to use all my PTO if I got sick from COVID at work. We fought to go straight to EIB if we need to quarantine! After bargaining our last contract the hospital knew we had power, and

respected us and our work/life balance."

**Kim Deans, Acute Care**

## We won the guarantee that missing work because of symptoms similar to COVID will not count as an occurrence



"For everyone's safety no one should be coming to work sick, especially now. For weeks, the administration insisted that anyone sent home with a temperature or who calls in sick should still have that absence count as an occurrence! But we

fought back and won the guarantee that anyone who misses work with symptoms similar to COVID will not have that absence counted as an occurrence. This is the right thing to do to keep all our communities safe."

**Carrie Shelton, Sterile Processing**

## COVID-19 Health and Safety Bargaining Team

Kim Deans, Acute Care

Carrie Shelton, SPD

Sarah O'Connell, ICU

## Understanding the safety net for ourselves and our families

Some of us need to access support for health issues or because of low census or unemployment, either for ourselves or a family member. Washington has improved the safety nets and resources for us all during the 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

## Highlights from the Memorandum of Agreement

View the full agreement [by clicking here](https://1199nwcovidresponse.org/island-hospital-mou) or visiting [1199nwcovidresponse.org/island-hospital-mou](https://1199nwcovidresponse.org/island-hospital-mou)

### Protecting Our Pay and Benefits

- Anyone required to quarantine based upon CDC guidelines and/or an Employee Health recommendation due to exposure will not have to utilize any PTO before accessing EIB or any state benefits available.
- Anyone who is in the CDC's "high risk" group and therefore on a Leave of Absence during COVID-19 will have their medical benefits maintained until they are able to return to work.
- Anyone whose hours have been reduced may voluntarily choose to be put in general labor pool and will be compensated at their normal rate for all such hours worked.
- Anyone who misses work due to symptoms similar to COVID-19 shall not have the time count as an occurrence.
- Island Hospital has agreed to participate in the Shared Work program, which if approved through the ESD, would provide unemployment benefits for employees affected by low census and would expand the pool of employees eligible to receive Unemployment Insurance.

### PPE and Possible Exposures

- Island Hospital is required to provide PPE to all personnel per the guidelines of the CDC and other applicable organizations and communication about PPE is required universally across the hospital.
- Island Hospital will provide notice to anyone exposed to a confirmed case of COVID-19 within eight hours of the Hospital's notice of the diagnosis.
- Anyone who develops COVID-19 symptoms within 14 days of a COVID-19 exposure will be considered a priority for testing.