



## ENFORCING OUR COVID MOU

At the beginning of COVID, we negotiated a memorandum of understanding (MOU) with management over how we would be paid if exposed to COVID at work. Our MOU is still in effect and we are still working to enforce it. When we are exposed at work by taking care of a COVID positive patient or by working alongside a COVID positive co-worker and are required to quarantine by Employee Health, we should receive paid administrative leave for all hours we miss. We know that management has been inconsistent with applying our COVID MOU and that happened to Jennifer in the OR. She was denied paid administrative leave even though she was exposed to COVID at work. We filed a grievance and won!



“Because of strong contract language that gives us the ability to file grievances, we were able to enforce our COVID MOU and produce evidence that enabled Jennifer to receive her administrative pay for COVID work exposure.”

*John Fitch, RN PACU*

## Our Pay Raise is in effect

Everyone who had not received a merit increase should have received a 7% across the board increase on the October 15th paycheck.

For those who had already received a merit increase this year you should have received the difference between the merit increase and 7% across the board increase on the October 15th paycheck.

## NEXT STEPS:

By January 15, 2022 management will send a letter to ALL nurses with the amount of credit for experience you shall receive for placement on the wage scale. If a nurse doesn't agree with the amount of credit being given you must request an audit of your experience by February 15, 2022. Management will meet with nurses by March 15, 2022 to review the request.

The wage scale will go into effect on July 3, 2022.

Historically, we have always received retro pay if our managers were unable to complete our evaluations on time. Management recently decided that they wouldn't provide retro pay and we are fighting back! Please let your Delegate know if you are being denied your retro pay.

## COVID Corner

As the COVID-19 pandemic continues to play out, we are focused on keeping patients and workers safe, and making sure workers are not financially burdened due to exposure to COVID at work.

### The October COVID Committee meeting focused on clarifying our Memorandum of Agreement (MOU) and identifying potential changes:

- You have a right to unlimited administrative pay for missed work due to exposure to COVID at work, from either a patient or a coworker. You do not have to test positive yourself. Exposure includes when you are masked and when you are in an area where it is normal to be unmasked, such as a break room.
- The timekeeper adds the code for administrative pay.
- For a documented COVID illness, you can utilize your CIB without any waiting period.
- If you are asked to quarantine for a non-workplace exposure, you must use ETB.
- N-95 masks are plentiful now and their use is unrestricted.

### Ongoing work and future topics:

- Working together to follow OSHA safety standards around COVID patients.
- Refining the evaluation of the myriad of symptoms related to COVID, to safely eliminate unnecessary testing and quarantine.
- Ability to accumulate a negative CIB balance to cover COVID-related absences
- CIB-C, management's current policy for non-union workers, which expires at the end of the year.

### Your COVID Committee

Kim Paulsen-IMC

Amber Hewitt-Perianesthesia

Pat Fogleman-Oncology and Hematology Infusion

Michelle Brist-Surgical Services

Lori Mitchell-Pathways

Heather Riley-Pediatrics

