

NCC Meeting March 2020

Hello SNA member,

Thank you for your tireless efforts to keep patients and yourself safe! We are so proud to represent such an amazing group of individuals that recognize the power of standing up together. Each one of us is a Memorial Nurse and when we stand up together we are almost 800 strong and have the power to make changes. Thank you.

Due to current demands of the hospital, our usual two hour face to face with administration was rescheduled and we met virtually with Vicki White, CNO and Leslie Pereira, HR for an hour yesterday. Here are some of the issues that were discussed;

Masking while in the building.

Nurses being able to wear their own masks while in the building has been a top priority of recent emails, conversations and exchanges with Administration for the past few weeks. It was also a top priority for this meeting and we are pleased to announce a win! As you have probably already read, Tyler announced that nurses are able to use their own masks when not caring for patients. Please see work email regarding this subject. Thank you to all of you who put your voices into emails and sent directly to Administration. The power of unification is strong and we were finally heard!

PPE use and supply.

When asked about the lack of PAPR helmet inventory, administration informed us that we are one month out on the 25 units that were ordered and that hopefully they will come earlier as PVH's did. Vicki discussed how she is asking all of us to be extra careful with all parts and supply at this time. She noted extra special PAPR handling at this time, especially with the shield buttons as they can easily be popped off when doffing.

She added that the Hospital is monitoring PPE supply inventory each day. We asked about who is monitoring isolation cart stock, set-up and supply and she stated that each unit set-up is unique so each is responsible for monitoring and stocks their own isolation cart needs. Please discuss with your Lead and managers if not getting what you need on those carts.

We asked about our Governors one million delivered N95's and how many did we receive? Vicki said that Queen received some and we have asked for supply. She

explained they had a call on Wednesday that was titled, "The Science of PPE".

Providence is speaking to a company that will be supplying and potentially donating medical grade materials for building more PPE. They discussed how they will certify these supplies as safe to use.

There was discussion about donated masks and how to fit test caregivers to be able to safely use these masks. She used the ED to demonstrate how a disaster cache of Alpha Pro Tech N95's (the one you have to twist under the chin to fit user) were given to us and were used after the fit testing was complete. She said this is a constant conversation to assure safety. She also said that she has spoken to PUI receiving units and as of Tuesday, such as 1C, 2W and ICU, and that they are now using the extended use criteria for PPE. She acknowledged the constantly evolving changes and said that we are taking this hour by hour with a "What we know today is" approach.

We were informed that Medline has begun a mask reprocessing procedure that may be able to 'recycle' the mask supply up to 50%. You may see bins to discard masks in.

She noted that the user must not have any makeup, including lipstick on for this to work.

Increased need for education and support regarding donning and doffing gear was requested. Vicki stated that she has asked Leads to participate in a buddy check of the donning/doffing process at least once a shift. Infection Prevention may also help with increasing education around this subject for our protection. Remember that it is like a med waste second set of eyes that supports your safety in practice, not a punitive action.

We discussed the lack of communication between units and core leaders and we all agree that we need to better communicate and educate during this time. We discussed that many nurses do not check the plethora of work emails on a regular basis and we need in person communication. Vicki pleaded to get the word out to help us all increase grace during this rapidly changing situation. She is open to hear what is working and what needs improvement.

Labor Pool questions - What if my department is shut down?

If a department is shut down or experiencing reduced hours such as Peds, ASC, EASE, OR, PACU, you are asked to call into the Labor Pool for possible re-assignment. If sent to another department, you should still expect sufficient orientation and training to that unit or job. You will not be sent to a department that you are not qualified to work in. We were told we should see new Kronos pay codes for this coverage shortly and

were reminded that it is up to each nurse to enter codes for missed or redirected hours. Please direct timecard questions to your unit business coordinator.

Potential Labor Pool jobs besides floating to other departments as appropriate may include; monitoring people as they enter the building, assist Infection Prevention with the 'buddy system' regarding donning and doffing PPE as a second pair of eyes for your protection, keeping surfaces and high use areas clean, decreasing clutter and so on. Administration is also in the process of creating an online tool that caregivers can easily go to and see what jobs may be available.

Regarding incentive pay - Administration said they were also seeking clarification from corporate and was not ready to discuss this issue yet.

SNA asked about our patient surge plan?

Vicki states that we have one in place and they are continuously adding, discussing, with community leaders, the resources and different overflow space concepts, indicators of set-up etc. Part of their discussion includes housing our current behavioral and long term placement patient issues to free up beds. Repurposing community space and revising usual practices such as hotels and Telehealth are all being considered. We are all aware that we need to make space to be prepared for the worst case scenarios that are being discussed. Though we are not there yet, Vicki discussed measures in place to involve National Guard, pop-up hospitals for non COVID patients and that some of those examples come with built-in staff.

Both CA State and Federal governments have prepared amendments to Sick Time, Leaves of Absence etc. and this is a good time to research and know what your options are regarding short term disability insurance if you have purchased that, unemployment options and so on. Our governments and Providence are recognizing the unprecedented needs that our communities are faced with and options seems to be added and changing just like most things in our daily lives right now.

Extended Caregiver Benefits.

We are working with Administration to approve their Extended Caregiver Benefit plan. We are discussing the details of their plan, including potential benefits to include Relief employees. As soon as an agreement is made, you will be notified. Please read your work emails as they contain a lot of resources available to you at this time. More to come as this plan is further developed.

Administration agreed to a weekly update during these uncertain times. Please keep us informed on what is working in your unit and what needs improvement.

Remember that it can be very dangerous to pass on or publish hearsay. If we do not experience it firsthand or hear from you directly, we do not know what is or what is not happening for you or your unit. Firsthand accounts of what works and what does not is especially important.

Please reach out to your SNA unit rep or SNA directly with questions, comments or concerns. What you do and how you do it matters.

Stay safe and look out for each other.

In solidarity,

The SNA Board