



Dear Members,

Dear RNA Members:

Thank you for filling out our survey that was circulated over the weekend. We have taken your concerns to Labor Management and advised them of the following:

1. We appraised management that roughly 50% of the staff do not feel they have proper resources or information. We suggested utilizing huddles to communicate things such as PPE levels, expectations, donning and doffing and diagnosis algorithms. Materials can be found here:
  1. a. [ED Screening Process Document](#)
  2. b. Donning and Doffing video can be found by logging into LINK
  3. c. [CDC Guidelines on Limiting Exposure in the Healthcare Setting \(Updated\)](#)
  4. d. [UCMC updates 3/16/2020](#)

RNA will be holding an emergency conference call Thursday 3/19/2020 at 5:30pm and 8:15pm this week to discuss next steps. Please text 513-926-2156 or email [rna@cincynurses.org](mailto:rna@cincynurses.org) for the call in code.

2. We have received several concerns from members who are concerned that quarantine, COVID-19 infections or childcare issues will exhaust their PTO. The Union has made a demand to bargain in reference to the require PTO usage. It is the Union's position that we should not have to exhaust our PTO, wade through the red-tape and bureaucracy of Short-Term Disability and Worker's Compensation in this time of crisis. We as nurses should not emerge from an unprecedented global pandemic, having no PTO and potentially having a financial loss for risking our health and the health of our families while caring for the community, especially, while our non-profit Employer is spending \$221 million in improvements over the next 5 years. We as RNs are front-line healthcare workers to this pandemic and deserve economic security.

3. The hospital is in the process of determining minimum staffing plans and how to reassign staff from areas that may have reduced services. RNA has requested copies of those staffing plans as they are created. The hospital, to our knowledge, is cancelling elective cases and minimizing clinic hours in the following areas: Holmes Hospital, Main OR, Endoscopy. If this has been communicated to you please let the officers know at [rna@cincynurses.org](mailto:rna@cincynurses.org). The process of reassigning nurses should be done in an orderly fashion, taking into account the ability to do the work and seniority as our Union contract outlines. Please reach out with any questions you may have to [rna@cincynurses.org](mailto:rna@cincynurses.org)

We have received concerns from nurses regarding having family members who are at-risk for COVID-19 in their homes. RNA wants to hear from you about this. Please complete our second survey to the membership.

Roughly 20% of participants in the survey responded that the school closures could impact their ability to report to work. UCMC is covering 50% of the costs for childcare at the YMCA. Please view the details through [THIS LINK](#) and reach out to your manager directly before close of business tomorrow March 17<sup>th</sup>, 2020. Additional resources being offered in the community can be found [HERE](#).

In Solidarity,

Michelle, Tina, Kelly, and Mariama

RNA of UCMC

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