

From the CRONA President

Dear CRONA Nurses,

Thank you for being fantastic nurses in such a crazy year. I realize that many of us have suffered so much this year, and at times may be struggling to just get by ourselves. Your dedication to CRONA, to each other, and to our patients continues to be amazing.

We are in the midst of what will likely be a hard season for us, our friends and families, and our communities. We will come through the other side of this, and I hope we will be better, stronger, and ready to support each other in any future challenges.

I hope everyone will take some time this holiday season to hug your family members and friends (virtual hugs for those outside our immediate households) just a little bit tighter. I feel very honored to work with all of you, and to work to represent you.

Colleen Borges,
President, CRONA

Monthly CRONA Membership Webinar

The monthly membership webinar is **Wednesday, December 9 from 8:00 – 10:00 PM**. Make sure to note the date and time, hope to see everyone then! Look for the login information in your email on Wednesday. We have a lot to talk about this month...

COVID Times

COVID surge, short staffing, full hospitals, COVID pay questions, out of region floating, COVID vaccine...so much is happening right now. These will be some of the topics of discussion at this month's membership meeting. Don't miss it!

If you have symptoms of COVID, you must call the hospital's **Healthcare workforce Response Team (HRT)** at **(650) 497-9595**. If you are instructed by HRT to stay out of work pending COVID testing, you are eligible to receive CASLP, the California Supplemental Leave Pay – as long as you have remaining hours. CASLP expires December 31, 2020. CRONA leadership is in discussion with the hospital about the hospital's plan for paying employees who are required to miss work due to COVID-related issues once CASLP expires.

If you are out of work due to COVID infection or other COVID-related issue, such as a cohabitation quarantine (you live with or spent at least 8 hours with someone who tested positive), you may run out of CASLP hours. Some people who took paid administrative leave earlier in the pandemic may already have exhausted their CASLP hours. You may also apply for SDI (State Disability Insurance); the state will determine if you are eligible and pay you if you are eligible. If you are eligible, Disability should pay some of what isn't covered by CASLP and minimize the amount of your own PTO and ESL use. The normal 7-day waiting period for Disability is waived for COVID due to a change in state rules related to COVID-19. You apply the same way as for any other Disability claim, through the State of California Employment Development Department website at edd.ca.gov. Part of that process will require a sign-off from a doctor - this will be your primary care provider (PCP), not Occupational Health.

No one should be hassled by their manager for absences related to COVID-19. Hospital leadership repeatedly assured CRONA that no one will receive discipline for absences related to COVID-19. Please contact CRONA immediately if your manager wants to discuss your attendance.

We want all of our membership to be aware of every benefit available, to minimize the financial impact of COVID-19. Some nurses have told CRONA leadership that the worst part of having COVID-19 was dealing with the hospital bureaucracy and trying to get information. We want you to have the information you need, when you need it most.

Critical Staffing Shortages

Staffing on some units has been very tight recently due to both high census and increased sick calls related to COVID-19 symptoms and usual winter illnesses. Remember, we still need to follow legally-mandated staffing requirements laid out in Title 22. The key points to remember:

- Staffing by acuity, not just ratios. Your patient acuity may require more staff than the ratios, which are only a *minimum*.
- Staffing by law includes *all* times, including when nurses are off the floor for breaks or escorting a patient off the unit (e.g. to CT scan).
- We must all speak up when staffing is inadequate. Nurses are the last line of defense when it comes to safe patient care.

CRONA Scholarship

It's that time of year – the annual offering of scholarships to CRONA nurses pursuing education. The webpage with links to the criteria and application is here: <http://crona.org/2020/12/05/2020-crona-educational-scholarship-application/>

Eligibility criteria:

1. Seniority (based on adjusted hire date).
2. Worked at SHC and/or LPCH for at least 12 months at the time of application.
3. CRONA member in good standing (see CRONA Bylaws Article IV).
4. Priority is given to those who have not received a CRONA Scholarship.
5. Enrolled in study of nursing or a related field.

Selection: Recipients will be selected from candidates who successfully complete the application process and submitted the following documents prior to the deadline:

- CRONA 2020 Scholarship Application Form (available on the CRONA website)
- Proof of registration (copies of course registration)
- Proof of payment of class fees (cancelled check, credit card payment) Scholarship recipients will be selected from among qualified applicants in accordance with the above criteria. Applications that are incomplete or late may not be considered.

Application deadline: December 24, 2020 at 23:59 via email, fax, or postmarked regular mail:

- Email to crona@crona.org
- Fax to (650) 366-0182
- Mail to 499 Seaport Court, Suite 202; Redwood City, CA 94063

LPCH Holiday Closed Staffing

Remember, per the LPCH CRONA contract Section 19.6 (SHC does not have this language), there will be closed staffing “from 7:00 a.m. December 23 until 7:00 a.m. December 27 and 7:00 p.m. December 30 until 7:00 a.m. January 2.” Staffing made some mistakes over Thanksgiving, and have been re-educated. Please let CRONA know if there are violations of this contract language.

#CRONAstrong