Bargaining Starts in October!
Come learn about our opening proposals to change the contract at an ONA Meeting at the Hospital in Conference Room 9

Wednesday, October 14
4:30 to 8:30 p.m.

We will also share results from the survey that over 75 Percent of the nurses completed!

### METRO AREA HOURLY WAGE COMPARISONS

<table>
<thead>
<tr>
<th>Hospital</th>
<th>After 1 Yr</th>
<th>After 5 Yrs</th>
<th>After 10 Yrs</th>
<th>After 15 Yrs</th>
<th>After 20 Yrs</th>
<th>After 25 Yrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providence Hood River</td>
<td>$34.47</td>
<td>$39.89</td>
<td>$42.66</td>
<td>$44.43</td>
<td>$46.61</td>
<td>$49.46</td>
</tr>
<tr>
<td>Providence Home Health &amp; Hospice</td>
<td>$35.66</td>
<td>$38.58</td>
<td>$42.61</td>
<td>$47.05</td>
<td>$50.31</td>
<td>$50.92</td>
</tr>
<tr>
<td>Providence Milwaukie</td>
<td>$36.20</td>
<td>$42.43</td>
<td>$44.12</td>
<td>$46.20</td>
<td>$48.51</td>
<td>$50.07</td>
</tr>
<tr>
<td>Providence Portland</td>
<td>$36.55</td>
<td>$42.81</td>
<td>$44.92</td>
<td>$47.08</td>
<td>$49.70</td>
<td>$51.48</td>
</tr>
<tr>
<td>Providence St. Vincent</td>
<td>$36.55</td>
<td>$42.81</td>
<td>$44.92</td>
<td>$47.08</td>
<td>$49.70</td>
<td>$51.48</td>
</tr>
<tr>
<td>Providence Willamette Falls</td>
<td>$37.54</td>
<td>$43.39</td>
<td>$44.68</td>
<td>$46.49</td>
<td>$48.85</td>
<td>$50.80</td>
</tr>
<tr>
<td>Average Providence Wages</td>
<td>$36.16</td>
<td>$41.65</td>
<td>$43.99</td>
<td>$46.39</td>
<td>$48.95</td>
<td>$50.70</td>
</tr>
</tbody>
</table>

$ Difference

|                  | -$1.69    | -$1.76     | -$1.33      | -$1.96       | -$2.34       | -$1.24       |

% Difference

|                  | -4.91%    | -4.42%     | -3.11%      | -4.41%       | -5.01%       | -2.51%       |

Even though our job descriptions are similar and the cost of living in Hood River is higher, we still earn less than Providence nurses who work in the metro area. We will talk more about this at the meeting on Oct.14.
Survey Preview: Nurses Overwhelmingly Support Having a Sick Leave Benefit

In a not surprising result our nurses, members and non-members overwhelmingly supported keeping our sick leave benefit the way that it is. In a similar question 88 percent said keeping our sick leave benefit was either very important or important.

Nurses who attend the Oct.14 meeting can learn more the questions we asked and the results that we received.

More nurses completed the survey this year and more nurses filled out the survey with strong support to maintain this benefit even higher than two years ago when the same question was asked.

Why Become a Full Member of ONA?

Membership gives you:
- American Nurses Association (ANA) membership and programs (saving you direct membership costs of $183 annually)
- Discounted CE credits at ONA’s Convention (saving you up to $150 biennially)
- Access to ONA sponsored CEU opportunities throughout the year including webinars and special conferences
- Discounted American Nurses Credentialing Center (ANCC) Nurse Practitioner, Clinical Nurse Specialist or specialty certifications (saving you as much as $150 annually)
- Free Legal Consulting Services if you have licensing issues with the Oregon State Board of Nursing (OSBN) saving you potentially hundreds of dollars
- Consumer discounts (saving you potentially thousands of dollars each year), including:
  - Customized auto and home insurance through California Casualty Insurance
  - California Casualty Insurance
    - a reduced deductible benefit of up to $500 if your vehicle is parked within 500 feet of the facility where you work or volunteer
    - option to skip insurance payment during the holidays
    - identity (ID) defense including credit and fraud monitoring
    - coverage if your personal property is stolen from your vehicle
- Rip City Rewards
- Get Away Today Vacations
- Financial Planning – MetLife

Full Members Give Power at the Bargaining Table

When the administration knows that all of the nurses are speaking with one voice, through their democratically elected leadership, they listen. The higher our membership percentage, the more power we have.

Full Members Have a Voice in ONA nurse leadership

Only members can assume local Bargaining Unit leadership positions and vote on contract ratification and other matters affecting nurses.

Full Members Have Access to ONA Leadership Opportunities

ONA provides our members with a wide range of leadership development opportunities through ONA, including serving on any of our practice, ethics and policy cabinets, the ONA board of directors, or professional nursing care committees (PNCCs).

Full Members Have Access to Professional Consultations

ONA’s Professional Services staff is available to all ONA members for direct, one-on-one consultation on a wide range of practice issues. These include individual consultations on questions related to scope of nursing practice, health, safety and ergonomics, workers compensation, design of the workplace environment and career counseling.

To find out more about how to become a full member, speak with your ONA labor relations representative or one of our membership services representatives. Visit us online at OregonRN.org to download a membership application!