Providence Home Health & Hospice: Update from October 24 Ground Rules Negotiation Session

Your ONA bargaining team met yesterday with the Providence Home Health & Hospice (PHHH) management bargaining team to establish ground rules for our negotiations. We were disappointed not to be able to reach an agreement.

Our team places a high priority on the transparency and accessibility of negotiations. We take the responsibility of negotiating a contract that will set the working conditions of PHHH nurses extremely seriously and desire as much participation and feedback from nurses as possible. Accordingly, we have proposed that all PHHH nurses have the ability to observe negotiations virtually. We believe this will allow nurses to catch a bit of bargaining over a meal or rest break or when they have some availability in their schedule to do so.

Management has thus far refused to allow virtual observation if the teams meet in person. They claim to believe nurses can and should take PTO or flex their day to make it to in-person negotiations if they wish to observe negotiations. We know this is not a feasible request of nurses who are already short-staffed and covering expansive territories. We made a final ground rules proposal to PHHH Management that would establish a secure process where only PHHH nurses could access the streamed bargaining session. We hope that Management will agree to this proposal rather than lock nurses out of the bargaining process by insisting upon only in-person observation.

We are eager to get to the substantive issues of bargaining at our next session on Tuesday, November 1, 9:30 a.m. - 4:30 p.m. We sincerely hope we will be able to send a link for observation to you so you can observe the important work we are doing at the bargaining table.
2022-23 Bargaining: It’s time for Providence to invest in patients not Wall Street!

ONA's 4,000 Providence nurses with seven open contracts in 2022-23 can course-correct our failed health system. During the decade leading up to the Pandemic, ONA RNs cared for Providence's sickest patients as administrators dictated lean staffing models and hyper-focused on revenue expansion, increased investments, and the corporatization of care delivery. Providence administrators increased their cash on hand by nearly $565 million but refused to establish sufficient unit staffing, doubled patient assignments for meals and breaks, rationed resources, cut caregiver benefits, and created a system of ever-increasing patient acuity and throughput.

When confronted by the pandemic, the system of lean resources in the interest of investors reached its breaking point. Administrators who'd increased Providence's value from $13 billion to $28 billion over the past decade forced caregivers and patients to endure resource crises leading to one of the most significant COVID outbreaks in Oregon, emergency staffing shortages, and life-threatening care rationing. The conditions forced the departure of experienced RNs and created difficulty recruiting that led to long-term instability for nurses, patients, and our community.

2022-23 Prov RNs Have a Historic Chance to Make Changes!

During 2022-23 ONA's 4,000 Providence RNs have seven open contracts, including three kicking off this month. A new law requiring paid parental leave is going into effect in September 2023 and our 15,000-nurse union is drafting legislation to overhaul Oregon's nurse staffing law in 2023. The urgency of our opportunity for programmatic change is apparent: RNs at Oregon's most comprehensive health system can use our unified power across seven bargaining units, remain firm, and demand changes. If we don't, the status quo of
emergent staffing shortages, low retention, and eroding standards for RNs and patients could become the norm.

Our nurse leadership got our priorities from bargaining surveys of thousands of rank-and-file RNs across multiple units for over a year!

Here are our RNs’ priorities for creating a sustainable culture at Providence:

- **Minimum RN-to-Patient Staffing Ratios**: this is a priority across every Providence unit and Oregon hospital
- **Reduced Health Benefit Costs**: Nurses risking their health and safety shouldn't have to drain their bank accounts before Providence chips in, as we risk our health and safety every day!
- **Increased Paid Leave Time**: It's time to course-correct our failed paid leave system. Providence eliminated RNs' EIT just before the pandemic. RNs drained their leave banks from workplace COVID exposures, were mandated to quarantine due to a sick family member, and only received two-thirds or no coverage from Sedgewick after a week's wait for benefits. That has to change!
- **Top-of-Market Wages**: Oregon's most extensive health system must pay the best. Providence is at risk of being double-digit percentages behind OHSU by mid-2023 and is more than $14 per hour below Washington Providence hospitals at the top of the scale.

It will take all of us to win! Here's how you can help!

**Become a CAT Member**: Nurses in each unit, owning our effort for change, is the only we can show Providence that improvements are necessary!

[Click here to join our campaign action team!](#)

**Join our November All Nurse Meeting**: Be sure to attend our next all nurse meeting on Wednesday November 16, 4:30-5:30pm.

[Click here to join our all-nurse meeting Wed., Nov. 16 at 4:30 p.m](#)

If you have any questions, please contact your ONA labor representative, Ashley Bromley, at Bromley@OregonRN.org.

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PHHH Contract  Bargaining Unit Info  Update Your Info

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