Preparations for Contract Negotiations have Begun!

Elections for the ONA bargaining team are fast approaching. It is critically important that each hospital unit has a spokesperson on the bargaining team to provide input and understanding on how proposals can affect the different units. Each unit is encouraged to discuss and nominate a unit representative for the bargaining team.

Bargaining team nominations will be accepted starting on Sept. 13 and close on Sept. 27. Send your unit’s nomination to our ONA labor representative Timothy Welp at welp@oregonrn.org.

A ballot with all candidates will be posted 7 days before the bargaining team election by email on Oct. 5 through Oct. 12.

Contact our labor representative Timothy Welp via email at welp@oregonrn.org or via phone at (503) 748-9768 if you have any questions.
Two Historic Agreements with Nine More Contracts Opening

Current Comparable Wage Rates for RNs on January 1, 2024

<table>
<thead>
<tr>
<th>Step</th>
<th>St. Charles Bend</th>
<th>PPMC</th>
<th>PHRMH</th>
<th>Diff per Hour from Top of Market</th>
<th>Annually (1872 hrs.)</th>
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</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>$51.90</td>
<td>$51.95</td>
<td>$47.81</td>
<td>$4.14</td>
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<td>Step 5</td>
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<td>Step 10</td>
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<td>$57.86</td>
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<td>Step 15</td>
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<td>$13,946.40</td>
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<tr>
<td>Step 20</td>
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<td>$67.90</td>
<td>$62.84</td>
<td>$6.98</td>
<td>$13,066.56</td>
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<tr>
<td>Top Step (30)</td>
<td>$74.76</td>
<td>$73.13</td>
<td>$67.25</td>
<td>$7.51</td>
<td>$14,058.72</td>
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**Providence Portland Medical Center (PPMC) & Seaside’s Historic Contracts set New Standards to Build Off Of!**

Following months of hard bargaining, pickets, and a historic strike, ONA caregivers at Providence Portland and Providence Seaside set new standards for caregivers throughout Oregon. Our previous contracts placed ONA members’ wages for hospital RNs at the top of Oregon's market, added paid leave hours, and codified new staffing language into our contracts. Our recent agreements superseded those gains for wages and differentials, added the same PTO time, and codified the new hospital staffing law into our contracts.

Here’s a quick overview of our historic achievements at Providence Portland and Providence Seaside hospitals.

♦ **Best Wages in Providence Oregon’s Hospitals and Clinics:** ONA’s Providence Portland RNs secured a total of 17%-26% increases over two years, putting them at the top of the Portland metro market right now, and Seaside secured similar increases of up to 24%, placing their RNs at the top of the coast and the top of Providence clinics for wages.

♦ **Up to 40 Hrs. of Added PTO:** Providence Portland and Seaside RNs added up to forty hours of paid leave time as Providence St. Vincent did during our last bargaining cycle.

Continued on page 3
Two Historic Agreements with Nine More Contracts Opening
Continued from page 2

Nurses Uniting to Raise Standards

♦ **NEW STAFFING LAW ADDED TO OUR CONTRACTS:** Both units secured a commitment to comply with the new ratio law in their contract and used previous gains like requirements to post vacancies upon notification, break nurse pilots, and greater inclusion of RNs in their unit-based councils.

**ONA's 4,000 Providence Caregivers are Unified to Win All Our Contracts!**

The substantial improvements achieved at Providence Portland and Providence Seaside Hospital lay a foundation for future agreements, including our Home Health and Hospice members, who couldn't reach a final settlement last week. ONA's elected leaders will open nine contracts during the next several weeks, including six of Providence Oregon's eight hospitals, workers at their Women's Clinics, Medford's Emergency Department Doctors, and Hospitalists at Providence St. Vincent. Our leaders are fully committed to elevating the power of every ONA Providence caregiver until they receive a deal that reflects all of our sacrifices during a once-in-a-century pandemic.

The new Safe Staffing Law has real impacts for both staffing and patient care

The Safe Staffing Law, HB 2697, has been signed into law and will be implemented over the next year to 18 months. Some of the changes are huge and understanding the law will be critical to making sure patients and nurses receive the support that the law provides.

Join your colleagues from across the state to discuss the new staffing law. This is a great venue for all members, especially staffing committee and unit based representatives, to share what they are hearing from management and strategize ways to improve working conditions and patient care with other members and ONA staff!

ONA’s director of nursing practice and professional development, Matt Calzia, will be hosting Q&A forums for the staffing law every other Tuesday at 4 p.m. starting on Sept. 12. Folks can sign up here:

https://www.oregonrn.org/page/Staffing-Law-Forums