On September 16, after a 15-hour day of bargaining, Providence's corporate management decided to walk out of negotiations.

Providence chose to cut off dialogue with nurses instead of making any counterproposals and refused to explain why they objected to nurses at Providence Hood River earning wages that would be equitable with nurses at Providence Portland-area hospitals. Providence's corporate managers also refused to discuss a next bargaining date.

We need your voice. It is time for you to get your questions answered and provide feedback about what our next steps should be. ONA nurses at Prov. Hood River are invited to virtual union meetings on Wed. Sept 21 at 5 or 8:30 p.m. to receive a bargaining update and to talk about possible options for our next steps. Links below.

Your ONA/PHRMH Executive Committee & Bargaining Team
Brittany Foss, RN (Medical Surgical)  
Nicole Chambers, RN (ICU)
Chad Mayo, RN (Surgical Services)  
Davina Craig, RN (Maternity Services)
Paula Chakowski, RN (Emergency Room)

Providence Corporate is finding out that the ONA Bargaining Unit at Hood River is small but mighty!

UNION MEETINGS!

Wednesday, Sept 21, 5 PM  
Meeting ID: 844 8532 0160  
Passcode: 586476

Wednesday, Sept 21, 8:30 PM  
Meeting ID: 843 3295 5246  
Passcode: 558477

Questions: Contact your bargaining team members or Timothy Welp, ONA Labor Rep. @ 503-748-9768 or welp@oregonrn.org
WHAT IS AT STAKE? WHERE WE ARE APART & WHO VALUES WHAT.

<table>
<thead>
<tr>
<th>ISSUE</th>
<th>ONA’S POSITION</th>
<th>PROVIDENCE HOOD RIVER POSITION</th>
<th>COMMENT</th>
</tr>
</thead>
</table>
| Appendix A - Wages and Differentials | Yr. 1 – $4.75 ATB, 4.25% COLA, 4/1/22 – Retro-active Appendix A wages and diffs  
Yr. 2 – 3.25% COLA Add Steps 6, 9, 17, and 23. | Yr. 1 – $4.75 ATB thru step 22; $4.00 ATB -Step 25 and up. 3.5% COLA;  
Lump sum payment from 4/10 to 10/22 of wage scale difference if ratified by 9/30/22 (No Differentials and other premiums included)  
Yr.2 – 3.0% COLA Add Steps 6, 9, 17, and 23 | Leaves Hood River Nurses approx. $1.00 per hr. behind the market at all levels with Portland Prov Hospitals  
**Important note:** Providence is not offering full retro pay; only base wage differences; Providence is leaving out increased differentials, and bilingual increases, and continues to threaten not to pay retro-wages |

<table>
<thead>
<tr>
<th>Art 4 - Hours of Work</th>
<th>Mandatory Critical Shifts to receive a differential of 40%</th>
<th>Mandatory Critical Shifts to receive a differential of 25%</th>
<th>Should be a rare occurrence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art 6 - Annual Leave</td>
<td>We proposed the doubling of the PTO Cap to ensure that Nurses who are capped could get the PTO they are earning</td>
<td>No changes to PTO</td>
<td>Some nurses are topped out, can’t take time off, not able to accrue as guaranteed in CBA</td>
</tr>
<tr>
<td>Art 1 Definitions</td>
<td>ICU nurses floated to ACU should get float pay of $3.50 per hr.</td>
<td>No float pay for ICU nurses being floated to ACU</td>
<td>Float pay is to retain ICU nurses- floated 60% or more of their shifts (10 nurses)</td>
</tr>
<tr>
<td>Appendix F</td>
<td>Open Shift pay of $15 per hr., maintain an accessible call log</td>
<td>Open shift Differential of $11 per hr., electronic call log</td>
<td>To recognize the short notice change in personal life schedule.</td>
</tr>
<tr>
<td>Duration of CBA</td>
<td>Expiration of CBA 12/31/23</td>
<td>Expiration of CBA 3/31/23</td>
<td>To get back on a regular calendar cycle</td>
</tr>
</tbody>
</table>

ATB = Across the Board  
COLA = Cost of Living Adjustment

OUR COLLEAGUES ACROSS THE STATE ARE STANDING WITH US!

NOW WE NEED YOUR VOICE! VIRTUAL UNION MEETINGS WED!

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