PROVIDENCE'S POSITION:
Providence is pocketing your benefit when you hit the cap. Providence has refused to work with the nurses on a solution. This is not acceptable. Of course, this is a national issue (staffing shortages), however, one person or one small hospital can help encourage others to fight for what they deserve. It is not just about money at all it is about culture and valuing your nurses and their hard work. When I started working at this hospital we had kudo coins, discounts, and other great perks that have been slowly taken away. I work hard to make sure every patient feels valued and well-cared for and staff satisfaction is a big part of that. As well as feeling like your voice is heard. Sometimes we have to roar for that to happen.

WILLOW PAINTON, ONA RN AT PROV. HOOD RIVER

ONE DAY LONGER, ONE DAY STRONGER!
ONA nurses at Providence Hood River Memorial Hospital are back at the bargaining table
Sept 30 at 9:30 AM in the PHRMH Boardroom!

"Of course, this is a national issue (staffing shortages), however, one person or one small hospital can help encourage others to fight for what they deserve. It is not just about money at all it is about culture and valuing your nurses and their hard work. When I started working at this hospital we had kudo coins, discounts, and other great perks that have been slowly taken away. I work hard to make sure every patient feels valued and well-cared for and staff satisfaction is a big part of that. As well as feeling like your voice is heard. Sometimes we have to roar for that to happen."

WILLOW PAINTON, ONA RN AT PROV. HOOD RIVER

OWNERSHIP BARGAINING ISSUES

Wages & Differentials: We do the same work we deserve the same wage!

<table>
<thead>
<tr>
<th>STEP</th>
<th>PROV. STANDARD IN PDX</th>
<th>PHRMC’s PROPOSAL</th>
<th>Amount Below Market Per Year for 0.9 FTE Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>YEAR 1</td>
<td>$48.32</td>
<td>$47.27</td>
<td>$1966.00</td>
</tr>
<tr>
<td>YEAR 6</td>
<td>$55.89</td>
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<td>YEAR 10</td>
<td>$58.72</td>
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<td>YEAR 15</td>
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<td>$59.45</td>
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<td>YEAR 20</td>
<td>$63.78</td>
<td>$62.69</td>
<td>$2040.00</td>
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<tr>
<td>YEAR 25</td>
<td>$66.65</td>
<td>$64.81</td>
<td>$3445.00</td>
</tr>
</tbody>
</table>

Retro Pay

**OUR POSITION:** Nurses should receive the difference between the new Appendix A - Wages & Differentials from the prior contract’s Appendix A – Wages & Differentials.

**PROVIDENCE’S POSITION:** Nurses would receive a lump sum equal to the difference between the new base wage and the prior base wage. This would not reflect the updated differentials.

Critical Shift Differential

**OUR POSITION:** Nurses who volunteer to pick up an open shift less than 48 hours before the start of the shift would receive a $45 per hour differential. The differential is to recognize and reward nurses who are extending themselves to help with staffing shortages.

**PROVIDENCE’S POSITION:** Management has refused out proposals. Management has agreed to give PWFMC double time plus $19 per hour as a Differential for the same type of Critical shifts.

Annual Leave

**OUR POSITION:** It is a fact that the working conditions at PHRMH are much more difficult than they were 2 or 4 years ago due to staffing shortages and increases in patient acuity. Now more than ever, nurses need to take time away from self-care and rejuvenation. Currently, nurses are hitting the PTO cap and being denied PTO. ONA has proposed either increasing the PTO cap or allowing nurses to cash out a small amount of PTO.

**PROVIDENCE’S POSITION:** Providence is pocketing your benefit when you hit the cap. Providence has refused to work with the nurses on a solution. This is not acceptable.

Our next bargaining session will be on September 30 at 9:30 AM in the Boardroom at PHRMH. Observers are encouraged to attend or to virtually observe. Wear your ONA t-shirts to show unity and solidarity across all departments.

Questions or feedback? Contact your ONA/PHRMH Executive Committee & Bargaining Team.