Bargaining Team Updates

Our bargaining team met with management for our sixth bargaining session on Tuesday, May 24.

We were thrilled to have several fellow nurses attend in person and 29 nurses joined our virtual meeting link to witness our negotiations.

You are the wind beneath our wings (insert song here). HIGH FIVE! Management is watching our attendance numbers and you are making a difference. It certainly lets Providence know that we are paying attention and invested in our contract. Let’s keep the pressure on!

Staffing

Our negotiations started with an ONA bargaining team member sharing painful and personal stories about a recent medical procedure that was both extremely serious and emotionally taxing.

Our bargaining team shared these stories to explain why there is an urgent need for units to be properly staffed with highly skilled nurses. Our nurses explained that without proper staffing and skill mixes, the hospital is gambling with a patient’s care needs by understaffing. Safe staffing for patient needs remains one of several top priorities.

Management finally responded to our proposal for a new article on staffing but we are still far apart on meaningful language.

What is missing is language that ensures the basic staffing plans are followed including during breaks and meals. Providence continues to take the position that grievances on staffing should not be filed and that staffing issues should be resolved in staffing committees where a resolution can be ironed out.

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ONA/MHRM
Executive Committee
& Bargaining Team

Brittany Foss, RN
(Medical Surgical)
Chad Mayo, RN
(ICU)
Paula Chakowski, RN
(Emergency Room)
Nicole Chambers, RN
(ICU)
Davina Craig, RN
(Maternity Services)

PROTECT
PEOPLE
NOT
PROFITS

ONA MEMBERSHIP

ONAFIA

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Updates

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We reminded them that we have been utilizing the staffing committees without successful or meaningful resolution and until we have a functional method to resolve staffing issues, we will continue to look for ways to hold Providence accountable for safe staffing.

We made some limited progress, most notably by updating seniority language that honors everyone’s current seniority and sets a clear standard going forward.

Our Stories Are Powerful!

It has been challenging, scary and we are morally exhausted. Management continues to state that 'we hear you' but as we have experienced, 'hearing' someone and taking action are two very different things. Simply being 'heard' is not enough. We expect management to write down what they agree to DO.

Have a staffing story you would like to share? Please email one of your bargaining committee team members today!

Your Wages

Management was visibly uncomfortable when we brought up the current wage gap. They know our pay is low. It is important for you to know that the nurse wages at Providence Hood River are grossly under the current market average. Based on the wages at Kaiser and OHSU, our wages are **14.6-23.2% LESS**.

The longer you work here, the more of a wage discrepancy exists. For your reading pleasure, we have attached a comparison of Providence’s current wage tier next to the ONA's and Prov's proposal. There were numerous 'ghost steps' that we took the liberty of filling in as well; these are highlighted in yellow.

**Let's break this down a bit further:**

**Numbers matter. Knowledge is power.**

► If you started here this year with the current onboarding wage of $38.51, you are making $5.61/hour LESS per hour than the market standard. This means that if you work full time, 36 hrs/week for your first year, that amounts to $10,501 that YOU ARE NOT MAKING.

► By year five, you are making $45.81/hr. This is $7.35/hr LESS than the market standard. If working 36 hours/week for a year, this amounts to $13,759.2 that YOU ARE NOT MAKING.

► Hold on...it gets worse.

If you have been here for 15 years (bless your loyal soul) making an hourly wage of $51.51, you are making **$6.93 LESS** that the market standard. This amounts to **$12,973 YOU ARE NOT MAKING**. That is enough to buy 20 tickets on five-day Disney Cruise to the Western Caribbean at $625 a person.

We feel we have already compromised enough in our wage proposal. Now it is up to Providence to show some movement.

The fact is, after two plus years of risking your lives through Covid-19 and being held up as 'heroes', it's time that Providence took care of its nurses starting with adjusting our wages UP. Not only does it help us feel respected and valued, but it helps us continue to work in this area and continue to help our patients.
Are you burnt out or are you sick of being treated badly?

The health care crisis in America is trying to normalize bad staffing, poor working conditions, and bad wages. Unfortunately, this is spinning the current situation into a story that management can use as a blanket excuse. We’ve all heard the following statements- "It's like this everywhere." "There is only so much we can do with this nursing shortage." "We've tried to attract new nurses, but no one is applying." We need to stand up for our profession and continue to have an accurate discussion of the current situation.

The nurses from Providence Hood River are calling on Providence to do better and to do more by:
1. Supporting and practicing safe staffing by following unit staffing plans so nurses are not being forced to take risks with patient health.
2. Providence needs to pay competitive market wages to be able to recruit and retain skilled nurses.
3. Reduce the cost of health insurance benefits.
4. Increase annual accruals to ensure nurses can maintain healthy work life balance while working through the current historic challenges.

### Wage Comparison Table Year 1

**April 1, 2022 to Dec. 31, 2022**

<table>
<thead>
<tr>
<th>Step</th>
<th>Current Wage</th>
<th>ONA Proposal 10% ATB + 4.5% COLA</th>
<th>PHR Proposal $1.50 + 2.5%</th>
<th>Market Standards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$38.51 (14.6% below market)</td>
<td>$44.27</td>
<td>$41.01</td>
<td>$44.12</td>
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<tr>
<td>After 1 year</td>
<td>$39.59</td>
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<tr>
<td>After 2 year</td>
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<td>After 3 year</td>
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<td>After 4 year</td>
<td>$43.28</td>
<td>$49.75</td>
<td>$45.90</td>
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<tr>
<td>After 5 year</td>
<td>$45.81 (16% below market)</td>
<td>$52.66</td>
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<td>After 6 year</td>
<td>$46.73</td>
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<td>After 7 year</td>
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<td>$54.77</td>
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<tr>
<td>After 8 year</td>
<td>$48.09</td>
<td>$55.28</td>
<td>$50.83</td>
<td></td>
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<tr>
<td>After 9 year</td>
<td>$48.54</td>
<td>$55.80</td>
<td>$51.29</td>
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<tr>
<td>After 10 year</td>
<td>$48.99 (13.7% below market)</td>
<td>$56.31</td>
<td>$51.75</td>
<td>$55.72</td>
</tr>
<tr>
<td>After 11 year</td>
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<td>$56.90</td>
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<td></td>
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<tr>
<td>After 12 year</td>
<td>$50.02</td>
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<tr>
<td>After 13 year</td>
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<td>$53.34</td>
<td></td>
</tr>
<tr>
<td>After 14 year</td>
<td>$51.02</td>
<td>$58.65</td>
<td>$53.83</td>
<td></td>
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<tr>
<td>After 15 year</td>
<td>$51.51 (13.5% below market)</td>
<td>$59.21</td>
<td>$54.33</td>
<td>$58.44</td>
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</table>
### Student Debt Relief

Saddled with student debt? You may qualify for the Public Service Loan Forgiveness Program (PSLF). Thousands of health care workers, teachers and others who work in public service and consistently pay their monthly student loan bills can have their loans forgiven after ten years.

ONA is affiliated with the American Federation of Teachers (AFT) – Healthcare which means you have access to Summer, an organization that can help you navigate your student loan situation and support you through the repayment process.


Additionally, ONA is hosting an online clinic to help members understand PSLF, find out more about Summer and get the relief they deserve.

**June 3 at 4 p.m.**


Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education.

<table>
<thead>
<tr>
<th>Step</th>
<th>Current Wage</th>
<th>ONA Proposal 10% ATB + 4.5% COLA</th>
<th>PHR Proposal $1.50 + 2.5%</th>
<th>Market Standards</th>
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<tbody>
<tr>
<td>After 16 year</td>
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<td>After 17 year</td>
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<tr>
<td>After 18 year</td>
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<td>After 19 year</td>
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<td>$56.41</td>
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<tr>
<td>After 20 year</td>
<td>$54.05 (14.9% below market)</td>
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<td>After 21 year</td>
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<td>After 26 year</td>
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<td>After 27 year</td>
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<td>$66.42</td>
<td>$60.76</td>
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<tr>
<td>After 30 year</td>
<td>$58.93 (13.9% below market)</td>
<td>$67.74</td>
<td>$61.94</td>
<td>$67.13</td>
</tr>
</tbody>
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**Providence ONA Bargaining Team**

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