

PROVIDENCE RNS & DOCS PASSED FOUR STRIKE VOTES WITH TWO MORE ON THE WAY

Women's Clinic, St. Vincent Hospitalists, St. Vincent RNs, & Willamette Falls RNs passed their strike votes!

Prov. Newberg and Prov. Milwaukie RNs strike votes are underway-with strong early results!

PPMC Strike Vote Begins Nov. 12

LEADERSHIP AND INFORMATION

Bargaining Team

Brittany Foss, Med Surg

Chad Mayo, Surgical Services

Davina Craig, FBC

Labor Representative

Timothy Welp

(503) 748 - 9768

Welp@OregonRN.org

ONA Oregon
Nurses
Association
Caring for Oregon

PHR UPDATES

Hello ONA RNs at Hood River,

On Tuesday, Nov. 5 our bargaining team met with Providence to continue working towards a fair contract. Our team passed management proposals addressing: Article 1 - Definitions, Article 4 - Work Schedule and Overtime, Article 6 - Annual Leave, Article 13 - Job Bidding, and Article 21 - Duration of Agreement.

Negotiations were cordial. We believe we are close to reaching agreements on several non-economic issues, but we are still not seeing any meaningful progress from Providence on our major economic issues including: wage increases in years 2 and 3, retro pay, more affordable health benefits, and modest increases to annual leave.

Our next bargaining session is scheduled for Nov. 14, and our team plans to focus on economic issues.

PHR Updates...continued

Pressure continues to increase on Providence to move toward fair contracts due to the strong unity and solidarity growing as many bargaining that is growing because of many bargaining units pass strike authorization votes with other bargaining units initiating their own strike authorization votes.

Bargaining units that have passed strong strike authorization votes:

- Women's Clinic Clinicians – **Yes!**
- St. Vincent Hospitalists – **Yes!**
- St. Vincent RNs – **Yes!**
- Prov. Willamette Falls RNs – **Yes!**

Strike Authorization votes currently underway:

- Providence Newberg RNs - Strong Progress
- Providence Milwaukie RNs - Strong Progress

Now it is our turn to add to the clear message that ONA healthcare providers are sending to Providence: We deserve a fair 3-year contract which includes retro pay and more!

Our ONA bargaining team has identified Nov. 8 as the kickoff date for our strike authorization vote. Voting will be open through Nov. 22.

Stand united with all 6000+ ONA care providers across the state. By standing together we have the collective power to demand the contract that we deserve.



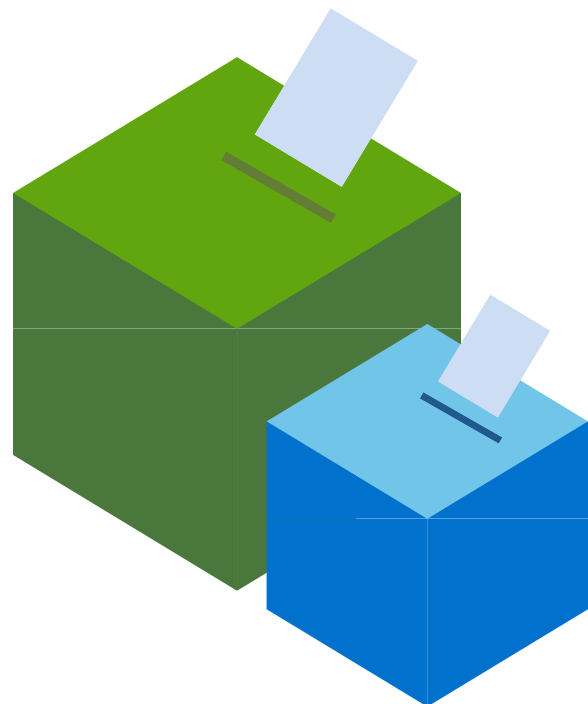
Strike Auth. Vote Tips

- Search your email for sender **invitations@mail.electionbuddy.com**
- Check your Gmail "**Promotions**" tab and "**Spam**" folder to ensure you receive your email.

If you don't receive a ballot, request it here.



www.OregonRN.org/MissingBallot





WHAT YOU NEED TO KNOW ABOUT OUR STRIKES TO SETTLE THE CONTRACTS!

WHAT DOES OUR BARGAINING TEAM MEAN BY LONG DURATION STRIKE?

Our RN bargaining team asks every member to commit to a strike that concludes with a settled contract. It does not mean it will definitely go on for several weeks, but we are asking every RN to prepare to strike for as long as they can stand with their coworkers.

IF OUR STRIKE'S DURATION IS MORE PROLONGED, WHEN OR HOW DO WE DECIDE TO END OUR STRIKE?

We're striking with the intent that it settles our contract. This means we will negotiate a complete agreement, including a settlement for retro pay and the terms of our return to work. We will have consistent membership meetings and negotiations throughout our strike and will decide together with the intent of settling the contract.

WILL OUR UNION HAVE A BIGGER HARDSHIP FUND DURING THIS STRIKE?

Yes, we're part of a nearly two-million-member national union and the largest healthcare workers union in Oregon, and our union's elected caregiver leadership on our Labor Cabinet allocates hardship funds based on the resources necessary to win the duration of our strikes.

We will have a strike headquarters accessible for members to check into daily. It will include updates on resources, bargaining, and hardship fund applications.

ARE OUR HEALTH BENEFITS PROTECTED DURING OUR STRIKE?

Your health benefits run through each month. Hardship funds and COBRA are available to every union member if any strike goes beyond a month. You can also apply to the hardship fund if your healthcare costs are impacted and you are experiencing hardship.



THIS STRIKE HAS THE POWER TO SETTLE OUR CONTRACTS

DO NOT ALLOW ANY MANAGER TO TELL YOU ABOUT OUR UNION'S POWER!

- Providence executives contract with anti-union firms to mislead caregivers about our fair negotiations and our ability to remain united.
- Healthcare union strikes of this magnitude are documented to cost millions of dollars, like an **RN strike in Minneapolis which cost nearly \$200 million.**
- System-wide strikes like ours have created the highest contract standards in the U.S. including major health systems like Kaiser and OHSU.

WILL PROVIDENCE REFUSE TO BARGAIN DURING A LONG-DURATION STRIKE

It is illegal for Providence to refuse to bargain over our decision to send a ten-day notice or go on strike. In the past, they have claimed they will not be available for the few days of our ten-day notices and short duration strikes; they do not have that option during a more prolonged work stoppage.

WHAT IF PROVIDENCE TRIES TO TREAT SOME UNITS DIFFERENTLY THAN OTHERS?

ONA members are striking over similar standards and interests across every contract. Our surveys across every unit have clarified that voting yes to contracts means competitive wages and differentials, retro pay, clear staffing commitments, and benefit improvements.

DURING THE SUMMER, WE STRUCK OVER "UNFAIR LABOR PRACTICES," ARE WE DOING THAT AGAIN?

Yes, Providence's "Unfair Labor Practices" include a refusal to hold off on changes to our health plans and several other concerns over our rights under the National Labor Relations Act.

In Unity,
ONA PHR Bargaining Team
 Brittany Foss, Med Surg
 Chad Mayo, Surgical Services
 Davina Craig, FBC
 Timothy Welp, ONA Labor Rep