Contract Bargaining Resumes

2020 was a year full of so many challenges. Here is a brief recap that we have asked Providence to keep in mind while we have been working for a fair contract.

- Health pandemic outbreak requiring all staff to wear PPE and practice another level of safety to protect patients, staff and community.
- Unprecedented wildfire season added stress and uncertainty for nurses and their families.
- Working around COVID positive patients while nurses work to protect their family members from exposure.
- Providing care for patients in a work environment while receiving constantly changing information about exposures, quarantine periods and losing pandemic pay support after June 2020.
- Staying focused while COVID cases spike across the state (three times now).
- Working without a contract for a full year and not receiving a needed cost of living wage increase while employer is proposing to eliminate the current sick leave benefit.

The ONA Providence Hood River bargaining team decided to circulate a petition in order to reaffirm the priorities of ONA represented nurses. Within a short period of time more than 80 percent of the nurses signed the petition to demand that Providence come back to the bargaining table. A delegation of nurses firmly, but respectfully marched on the boss demanding the following conditions from Providence (see video here).

Petition Demands

- Management needs to come back to the bargaining table to finish bargaining
- Providence should agree to a fair retroactive cost of living adjustment for 2020
- Maintain current personal time off (PTO) and sick time language
- Maintain the current Master Schedule language

The ONA bargaining team met with management on the morning of Jan. 8, 2021. We felt good about making limited progress on several outstanding issues. Unfortunately, during these stressful times management is still offering subpar cost of living adjustments (COLAs).

We are still far apart from any kind of agreement on wages. Management is offering 1.5 percent COLA for 2020 and 2021 with a signing bonus instead of retro pay for 2020. Both bargaining teams have been offering package proposals (all or nothing type proposals). See the table on page 2 for a quick summary of the major outstanding issues.
## Contract Bargaining Resumes

(continued from page 1)

<table>
<thead>
<tr>
<th>ARTICLES &amp; APPENDICES</th>
<th>ONA PRHMH BU</th>
<th>PROVIDENCE HOOD RIVER</th>
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</thead>
<tbody>
<tr>
<td>Appendix A – Wages &amp; Differentials</td>
<td>2020- $1500 signing bonus for in place retro COLA, Step scale adjusted by 3%, 2021 - 3% COLA for 2021 as of Jan 1, 2021</td>
<td>2020: 1.5% COLA (paid as a $1500.00 bonus instead of retro pay, prorated for less than .9 FTE), $500 for Per Diem $1,500 2021: 1.5% COLA</td>
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<tr>
<td>Article 7 – Sick Time</td>
<td>Current contract language</td>
<td>Current contract language</td>
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<td>Article 6 – PTO</td>
<td>Current contract language</td>
<td>Current contract language</td>
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<tr>
<td>Article 4 – Open Shift pay</td>
<td>$18.00</td>
<td>$18.00</td>
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<tr>
<td>Article 4. – 07C Nurse’s Call Turn</td>
<td>Will be counted as fulfilled when on call for at least 1/3 of a shift</td>
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<tr>
<td>Article 8 – .05 Leaves of Absence</td>
<td>Going forward LOA will not affect seniority</td>
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<tr>
<td>Appendix C, section D – Scheduling (HH &amp; H)</td>
<td>Schedules will be posted a full month in advance.</td>
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<tr>
<td>Article 5 – Holidays</td>
<td>Holiday work will be rotated within the unit-based staffing committee</td>
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<tr>
<td>Length of proposed contract</td>
<td>12/31/21</td>
<td>12/31/21</td>
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</tbody>
</table>

There will **two virtual union meetings** on Jan. 18 to provide information and discussion for union members about where bargaining stands and what we can do as a collective to make the final push in order to achieve the best agreement for PHRMH nurses. **The meetings will be at 5:30 p.m. and 8:30 p.m.**

The virtual zoom meeting invites will be emailed to union members’ personal email accounts approximately 48 hours in advance of the union meetings. If you are unsure about your membership status or if ONA does not have your correct/current personal email please update your membership status or your personal contact information at: [www.oregonrn.org/membership](http://www.oregonrn.org/membership).

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