Providence Home Health & Hospice Update – May 19, 2023

Management Responds on Wages—Time to Escalate

Reminder: Complete Our Strike Survey ASAP
Here’s the link: [https://www.surveymonkey.com/r/2023ONA-PHHH-StrikeSurvey](https://www.surveymonkey.com/r/2023ONA-PHHH-StrikeSurvey)

Bargaining Update

Yesterday, Providence Home Health and Hospice management returned a single proposal—wages for newly unionized clinicians—to our bargaining team. For all but CSWA Social Workers, management’s proposal added a little ($1.07-$2.68) to the bottom of the existing wage ranges while chopping off the top ~25-30% (or $6-7 per hour) of the existing wage ranges. See the bottom of this message and linked proposals for details.

We know (and Providence admits!) that they pay almost no one above the midrange of their quoted wage scales. We didn’t unionize to accept that Providence pays below market wages. We unionized to fix that. Not only was management’s proposal insulting, but their attorney’s attitude in presenting it was wildly disrespectful. He likened chopping the top of the scale off to taking away something imaginary like our “unicorn” and repeatedly offered to pay us in “potential” instead of dollars if that’s what we preferred.

This proposal—and the incredibly strong early support for strike authorization expressed in the strike survey—strengthens your bargaining team’s sense that a move toward strike authorization is both necessary and urgent.

An updated summary of our position and management’s position on the major topics of bargaining can be found [here](https://www.surveymonkey.com/r/2023ONA-PHHH-StrikeSurvey).

We put out eleven proposals yesterday, representing everything that was open on our side of the table. Since we hadn’t heard back from management on productivity since last proposing it in March, we also reasserted our proposal on that topic, expanding it to reflect our now larger bargaining unit.
PHHH Proposal
Wages (Appendix A)

ONA Proposals
Letter of Agreement on Productivity

PTO (Article 3-Process Sections Only-Proposed on Amounts April 20)

Certification, RCAP, and Clinical Ladder (Appendix B)

Memorandum of Understanding on Clinical Ladder and RCAP

Letter of Understanding on Electronic Visit Verification

Hours of Work (Article 5)

Professional Development (Article 13)

Professional Care Committees (Article 14)

Seniority (Article 15)

Reduction in Force (Article 16)

Association Business (Article 10)

Years of Experience for PT, OT, SLP, Social Workers, and Bereavement Counselors

Though management’s proposed wage scales were significantly disappointing, they have agreed to place each clinician on a transparent wage scale that credits every year of professional experience. While we continue to fight for a fair wage at every step, we would like to start collecting the information to make sure each clinician is placed at the right step to reflect their years of experience. To that end, we are asking for all clinicians other than RNs to:

1. **Upload your resume to Genesis.** This will provide a basis for management to evaluate years of experience. It might be helpful to include a single line that totals all years of relevant experience.

2. **Complete this short form for ONA’s records only.** The form will allow us to compare management’s evaluation of your years of experience against your own and advocate for appropriate placement for every clinician if any discrepancies arise.

ONA-PHHH Strike Schools (Added Times!)

- Sunday, May 21 from 12:00-1:00 p.m.
- Monday, May 22 from 7:30-8:30 p.m.

By popular demand and based on escalating strike action across ONA Providence bargaining units, we have scheduled additional strike schools. Come to get up to speed on ongoing negotiations; learn the basics around union rights, contract campaign escalation, and strikes; and to understand why we are hoping to move quickly to maximize our leverage to win the strongest possible contract.