Prov Management Trying to Lower Standards Inside Home Health & Hospice

PHHH Wound/Ostomy Nurses voted 100% to join ONA, but management is refusing to bring them up to ONA standards on wages, overtime, and clinical ladder.

- **No Overtime**: Management wants to prevent ONA Wound/Ostomy Nurses from earning overtime -- instead paying them straight time for extra hours
- **No Hourly Wage Scale**: Management wants to keep ONA Wound/Ostomy Nurses off the ONA Wage Scale, denying them contractual raises on a regular basis
- **No Clinical Ladder**: Management wants to exclude ONA Wound/Ostomy Nurses from the clinical ladder

Providence should be protecting standards for field nurses during a pandemic, not cutting them

"Providence’s proposals are so far below market, I fear we won’t be able to recruit and retain the Wound/Ostomy nurses we need to provide safe and quality care to our Home Health patients.”

- ONA PHHH Chair Jamie Aguilar