Providence Home Health & Hospice
Bargaining Update

Your ONA bargaining team met with Providence Home Health & Hospice (PHHH) management Wednesday for our second substantive bargaining session. Thanks to those who dropped into our bargaining caucus update for support, feedback, and good questions. Join again during our next session on Wednesday November 30, 3-3:30 p.m. or catch an update the next morning, December 1, 7:30-8 a.m. Both meeting can be accessed via Zoom here.

Wednesday's session was a big one. We offered proposals on Productivity (link), Staffing (link), and Appendix A-Wages with associated wage table. We received a counter-proposal from Management on Grievance Procedure.

Productivity

Our productivity proposal would improve Home Health productivity expectations by:

- Increasing point values for undervalued visits, especially Non-OASIS SOCs (3pts) and OASIS SOCs (3.5pts)
- Introduce a visit complexity scale nurses could use to give greater weight to more complex repeat visits (1.5-2.5pts based on a 1-4 complexity scale)
- Assign productivity points to case management time (4 points per pay period)
- Better allocate points to non-nursing activities that are currently undervalued (driving, education, etc.)
- Require that additional tasks added to a nurse’s work be assigned productivity points too

While the nitty gritty of our proposal focused quite a bit on point values, we rooted this proposal in its real motivation: improving patient care. We shared many examples of how increased and unrealistic productivity expectations have undermined quality patient care and caused many of our colleagues to leave Providence. Several members of the Management team engaged in dialogue with us around this proposal, but we won’t really know where they stand until they respond in writing.

For Hospice, we wanted to avoid something similar to Home Health productivity being
enforced on Hospice nurses, so we have proposed that no changes can be made to productivity expectations without consent of the nurses through ONA.

Wages

- 12-17% increases depending on Step on or retroactive to January 1, 2023
- 10% across the board increases on July 1, 2023
- 8% across the board increases on January 1, 2024
- 8% across the board increases on January 1, 2025
- Addition of Steps 24 and 26-36

In our proposal on wages, we have aimed to get PHHH nurses up to top-of-market wages for the Portland metro area so have aimed for wage increases on January 1, 2023 (or retroactive to that date in the likely case bargaining goes beyond contract expiration) of 12-17% depending on Step. Such increases would bring us up to and a bit beyond the top-of-market wages secured at Providence St. Vincent. To keep us at top-of-market, we have proposed a second 10% across the board raise on July 1, 2023. Historically, OHSU nurses have set the standard for metro area wages. We anticipate that in their forthcoming negotiations they will—at a minimum—secure 8% raises to keep pace with inflation, and will likely secure much more. We propose our second raise to get us up to where we expect the market is headed in the next 7 months as ONA nurses at OHSU negotiate their next contract. Finally, we have proposed 8% across the board raises on January 1 of 2024 and 2025 to sustain our position at top-of-market.

It is essential that PHHH pay top-of-market wages for the life of our contract if we are to recruit and retain the nurses we need to we can care for current and future patients. Our proposal would ensure this happens.

We also proposed the addition of 12 steps, including 11 that extend the top of our current wage scale up to Step 36. We must retain our most experienced nurses as a piece of staving off the staffing crisis. Providing topped out nurses with additional steps will aid in this retention and reduce the almost half a million dollars a PHHH nurse might forgo in the final 11 years of their career by staying at Step 25 at PHHH rather than moving to a different Providence employer that offers steps up to 36 (Providence St. Peter & Everett, both in Washington). The proposal additionally includes a $5,000 retention bonus for PHHH nurses with at least two years of service and significantly improves the pay rate (double time) and availability (all open shifts) of incentive shifts. Taken together, these proposals appreciate the sacrifice of PHHH nurses and will aid in retention to shore up staffing.

Staffing

Our Staffing proposal mirrors changes ONA hopes to make to Oregon’s Nurse Staffing Law by expanding the application of the law to the home health & hospice setting. Accordingly, our proposal would create a Staffing Committee empowered to create enforceable staffing plans that would set caseload caps that would consider visit complexity but not exceed 25 per 1.0 FTE in Home Health and 13 per 1.0 FTE in Hospice. The Staffing Committee would also set the staffing conditions under which actions like limiting or ceasing admissions would stop.

Grievance Procedure

We received a response to our proposal on Grievance Procedure that introduces a new level of management in Home Health: Senior Manager. We are told that two Senior Manager positions are posted for Home Health, and that one will be an RN.
Help us win a strong contract by joining the Contract Action Team (CAT)! Reach out to your ONA Chair Jamie Aguilar or CAT Coordinator Maria Opie to get involved!

In Unity,

Your ONA-PHHH Bargaining Team
Jamie Aguilar (Chair, Home Health Access)
Sharon Barbosa (Vice Chair, Home Health Yamhill)
Pamela Bacon (Grievance Chair, Home Health MHRN West)
Lori Curtis (PNCC Chair, Hospice West)
David Neves (Membership Chair, Home Health Access)
Michael Port (Treasurer, Hospice)
Linda Sheffield (Secretary, Home Health Liaison)
Ashley Bromley (ONA Labor Representative)

If you have any questions, please contact your ONA labor representative, Ashley Bromley, at Bromley@OregonRN.org.