Providence Home Health & Hospice Update – May 2, 2023

Contract Action Team (CAT) Meeting: May 4, 7:30-8:30 p.m.

We are holding a virtual Contract Action Team (CAT) meeting this Thursday, May 4, 7:30-8:30 p.m. at tinyurl.com/ona-phhh (passcode: ONA). The strength of our contract depends on our ability and willingness to move to collective action—petitions, rallies, pickets, and even a strike. The CAT facilitates this movement by maintaining a robust communication network that keeps every clinician engaged in bargaining and ready to take action to push Providence on the issues that matter most: wages, productivity, staffing, health benefits, paid leave, and PTO.

If you are willing to commit to regularly connecting with a few of your colleagues to help us win on these issues, join our CAT meeting on Thursday. We are currently reorganizing to incorporate our new larger base of activists and to prepare for the most intense phase of our contract negotiations. We need you there!

If you can’t make it on Thursday but do want to help, reach out to Ashley at bromley@oregonrn.org.

Strike Schools: May 9 and May 11

Six months of bargaining—and years of unrelenting demands to do more with less—have shown us that Providence won’t do the right thing unless and until they are made to do so. If persuasive, factually-based, and humane reasoning were enough to move Providence, we would already have secured a strong contract for nurses, and other clinicians would likely not
have felt the fervent need to unionize to protect their working conditions and their patients’ quality of care.

While your bargaining team is invested in seeking common ground with Providence where it exists, we know that many of our interests—better pay and benefits, reasonable productivity and caseloads—are directly in conflict with Providence’s desire to prioritize the bottom line. Where genuine shared interests do not exist, we can only win if and when we make it clear to Providence that we will not settle for an agreement that short-changes ourselves, our patients, or our communities. Toward this end, and in alignment with contract escalations happening at Providence Portland and Providence Seaside, PHHH clinicians need to consider whether to move toward authorizing a strike to provide the greatest possible leverage to the ONA-PHHH bargaining team to secure a strong contract for all clinicians in the coming weeks. While this likely feels like a quick move for newly unionized clinicians, we have been bargaining over the top priorities (shared across all disciplines!) for months with little progress to show.

Before we consider a move toward strike authorization, we want to make sure all clinicians have an opportunity to receive an update on where we’re at in negotiations, information about various types of strikes and associated protections, and ask any and all questions about what escalation may mean. This is a step we can only take together, so we need to work from a shared base of information. Toward that end, and based on feedback from almost 100 clinicians who attended our all unit meeting last week, we will offer six short Strike Schools:

**ONA-PHHH Strike School**

Tuesday, May 9: 7:30-8 a.m.; 12-12:30 p.m.; 7:30-8 p.m.

Thursday, May 11: 7:30-8 a.m.; 12-12:30 p.m.; 7:30-8 p.m.

Take Part in a Strike School: tinyurl.com/ona-phhh (passcode: ONA)

**Strike Fundraiser: May 8**

Join ONA Providence clinicians, our communities, and allies on Monday, May 8, 5-9 p.m. at the Lucky Lab (Hawthorne in SE Portland) for a Strike Fundraiser.

Negotiations at Providence Home Health and Hospice, Providence Portland Medical Center, and Providence Seaside Hospital involve nearly 2,000 ONA members with contracts more than four months past expiration. Providence made almost $1 Billion in profits in Oregon alone during the life of our most recent contracts but refuses to reach agreements that appreciate clinicians’ sacrifice during a once-in-a-generation pandemic. So far, Providence proposed wages that leave our members below union competitors like OHSU, paid leave accruals that are up to 70 hours less than Kaiser’s, and bottom-of-the-market health benefits.

Show our unified power as union clinicians in Oregon’s most extensive healthcare system, celebrate our strength in numbers, and enjoy food and drinks while attending our Strike Fundraiser. Bring your family and friends too.
Bargaining: May 3

We return to the table tomorrow for our second negotiation session on behalf of the full group of ONA clinicians. We plan to return proposals on Safe and Health Workplace, Professional Development (education hours & funding), and more. We are hopeful management will have responses to some of our priority proposals from April 20: health insurance benefits, paid medical and family leave, and increased PTO. To drop into our bargaining caucus for a quick update while you take a lunch, break, or drive, join at tinyurl.com/ona-phhh (passcode: ONA) on Wednesday, May 3, 12-12:30 p.m. or the next morning Thursday, May 4, 7:30-8 a.m.