Providence Home Health & Hospice Update – May 17, 2023

Strike Survey: Your Bargaining Team Needs Your Input!

Your ONA bargaining team needs to hear from every clinician by completing a short strike survey. This is not a vote to authorize a strike, but a survey to assess our members’ willingness to escalate. Please read below and consider attending additional Strike Schools (info at bottom) for additional context.

STRIKE SURVEY: https://www.surveymonkey.com/r/2023ONA-PHHH-StrikeSurvey

Limited or No Progress on Shared Priorities—Wages, Staffing, Healthcare, PTO, and Leave—Since October

After more than six months of negotiations, including one month with the full group of clinicians at the bargaining table, Providence Home Health and Hospice has shown no movement on three of the four top priorities shared across all disciplines: staffing (productivity, caseload), healthcare, and PTO. While we have made some progress on wages for nurses, PHHH’s offer would keep nurses up to $3/hour below what Providence St. Vincent nurses secured last year, so we have every reason to believe their proposal for other clinicians (when they make it to us) will also fall well below market. PHHH’s proposals on annual raises (2.5% in 2024; 3% in 2025) would leave all clinicians falling behind inflation year over year.


Strategic Coordination with Providence Portland Medical Center and Providence Seaside Hospital

Your ONA bargaining team—both before and since the addition of OTs, PTs, SLPs, Social Workers, and Bereavement Counselors—has engaged in highly coordinated bargaining with the ONA bargaining teams at both Providence Portland Medical Center and Providence Seaside Hospital. We have a common set of high-level bargaining priorities expressed through patterned bargaining proposals and have worked to bring the full strength of 2000 ONA members working under expired contracts to the bargaining table every time we negotiate. Experience shows us that we have the best chance to secure a strong contract if we can continue to move on a shared trajectory with our ONA colleagues at PPMC and PSH. Last year, strike authorization votes at three Providence hospitals finally brought the real Providence decision-makers from Renton to the bargaining table to negotiate with all three units. Agreements were reached in one marathon session after months of stalled negotiations.
ONA Members at Providence Portland Medical Center and Providence Seaside Hospital Move Toward Authorizing Strikes

The ONA bargaining team at PPMC announced yesterday that they will ask their membership to vote to authorize the bargaining team to call a strike if and when necessary and most strategically valuable. That vote will open next Wednesday, May 24. We anticipate the ONA bargaining team at PSH to make a similar announcement soon. Your bargaining team is now working to assess if we can move forward with them to maximize our leverage in negotiations and win on the issues where Providence has proven most reticent. We do not believe we can win on many priority issues without demonstrating to Providence that we are willing and able to strike if necessary.

Yes, It’s Fast (for Some) But Strategic (for All)

For nurses who have been at the bargaining table since October, the discussion of strike authorization may feel overdue. For OTs, PTs, SLPs, Bereavement Counselors, and Social Workers who have only been at the bargaining table the past four sessions, considering this escalation may feel very quick. Our bargaining surveys showed strong unity across all disciplines around top priorities for bargaining—wages, productivity, PTO, paid leave, and healthcare. On these issues, we have been bargaining for almost seven months with no movement from Providence except on wages and quite limited movement there. We have no good reason to believe that continuing to ask at the bargaining table for seven more months without additional leverage will produce any different result.

In addition to moving proposals around shared priorities, your ONA bargaining team has worked to craft proposals that speak directly to the unique needs expressed by newly organized clinicians—improvements to RCAP pay, creation of a clinical ladder for Social Workers and Bereavement Counselors, increased education hours and funding, pay for certifications, a transparent and fair wage scale, and much more. These proposals are also prioritized by your bargaining team and will be an important piece of any contract agreement.

More Information

Please reach out to a member of the ONA-PHHH Bargaining Team, your Contract Action Team (CAT) Leader, or your ONA Labor Representative, Ashley Bromley (contact info at bottom), with any questions.

We will also hold additional Strike Schools:
• Friday, May 19 from 7-8 a.m. and 12-1 p.m.
• Sunday, May 21 from 12:00-1:00 p.m.
• Monday, May 22 from 7:30-8:30 p.m.

Please join for additional education and answers to any outstanding questions. Strike School Link for All Offerings:
https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SiFkSktEOG1XUT09
Passcode: ONA

Drop into our bargaining update tomorrow, Thursday, May 18 from 3:30-4:00 p.m. at Zoom link below.
https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SiFkSktEOG1XUT09
Passcode: ONA