SIGN THE INFO PICKET PLEDGE TODAY!

Your ONA-PHHH bargaining team is asking for your support to move to an informational picket on Tuesday, April 11 from 4:30-6:30 p.m. at PPMC. To win on what matters most—wages, staffing (productivity & caseload), health care, and leave—we must show Providence we are united and won’t settle for less. Adding your voice to the call for an informational picket will demonstrate our unity and resolve. Please sign, even if you know you can’t attend.

Your ONA bargaining team moved proposals on two of our top issues—wages and productivity—yesterday. We also received a response to our proposal around safety and learned a bit more about management’s proposed new regions (to replace Branches in Home Health ONLY). A breakdown of the top priority items is below. Also find links to all proposals at the bottom of this update.
WAGES

In response to management’s February 22 wage proposal that would amount to only ~11-12% raises over three years (including 1.5% in both 2024 and 2025), we responded with a proposal that maintained our original priorities in wages while moving toward management a bit in structure:

- **Move PHHH Nurses to Top of Market Effective 1/1/23:** Wage increase of $5.00 plus 5% at each step with payment retroactive to contract expiration (13.6-17.4% increase, depending on step).
- **Keep PHHH Nurses at Top of Market:** Additional 3% raise effective 7/1/23; this is significant movement from our original proposal of 10% effective 7/1/23.
- **Keep Pace with Inflation:** 8% raises at each step effective 1/1/24 and 1/1/25.
- **Appreciate Our Most Senior Nurses:** Add steps 24, 26-36 (effective 7/1/23) and provide significant wage increases at these steps, mirroring those in Prov Washington contracts.
- **Retention Bonus:** $5000 (prorated to 1.0 FTE) for PHHH nurses who worked through the pandemic without receiving a recruitment bonus.

We made significant progress toward agreement on differentials with management, with increases to nearly every differential. We still have a ways to go on some, but expect higher certification, evening, night, preceptor, standby, charge, and clinical ladder differentials.

PRODUCTIVITY

In response to management’s complete rejection of our proposal on productivity, we essentially reproposed our initial proposal and made as clear as possible to management that we cannot and will not settle an agreement that leaves open the possibility of arbitrary and punishing increases to productivity—in either Home Health or Hospice. For Home Health, we are attempting to directly negotiate the metric to add points for case management, complex visits, SOCs and more. For Hospice, we just want to avoid the catastrophe that has happened in Home Health from happening in Hospice. We want simply to bar Hospice from increasing the metric without negotiation.

SAFETY

Management responded to our February 22 proposal on Safe and Healthy Workplaces by accepting our language around addressing hostile work environments. However, we are not yet in agreement about a process for nurses to flag safety concerns and be able to reject visits to patients where they have safety concerns. We also disagree on whether the current supports in place are sufficient for nurses who experience workplace violence. We appreciate that management meaningfully engaged in this proposal, but there’s more work to do to truly empower nurses to stand up for their safety and put systems in place that support this.

PROPOSED NEW REGIONS FOR HOME HEALTH

Management provided a physical map of their proposed new geographic extent of regions (North, South, East, West) and teams. They have not yet responded to Article 5, so we don’t yet have details on how this will impact travel, floating, etc. Note that this map is a work in progress and a proposal of bargaining. It cannot and should not be implemented in any way that affects nurses’ working conditions. If your working conditions are being impacted already, let us know. We know there are MANY questions about what redefining branches and teams will mean. As
soon as we get answers, you’ll see them in a bargaining update. We anticipate proposals on these topics from management at the next session.

March 22 ONA Proposals

- Appendix A Wages
- Appendix B Certification and Clinical Ladder
- Letter of Agreement on Productivity
- Article 12 Grievance Procedure

March 15 PHHH Proposals

- New Article Safe & Healthy Workplace
- Article 1 Recognition & Membership

Our next bargaining session is Wednesday, April 5 at the Cedar Hills Office. If you’re working from or near there, we encourage you to drop into bargaining during your break or lunch. We will also hold a drop-in caucus update during bargaining on Wednesday, April 5 from 3:00-3:30 p.m. at the link below. Zoom in if you can! For those who can’t join during bargaining, we will also have an update at the same Zoom link the next morning, Thursday, April 6 from 7:30-8:00 a.m.

Zoom Link: https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SiFkSktsEOG1XUT09

Meeting ID: 856 8399 4000

Passcode: ONA