Providence Home Health & Hospice
Bargaining Update

IMPORTANT: JOIN OUR ONA-PHHH ALL CLINICIAN MEETING TOMORROW!
Tuesday, August 1
7:30 p.m.
Click here to join
Passcode: ONA

Our ONA-PHHH Bargaining Team met again with management today for an unscheduled session they requested of us after dropping their regressive wage proposal in last week's session. Despite requesting this session, management failed to deliver a wage proposal until 4:45 p.m. While their proposal was significantly less regressive than last week's, it continues to fall below wage proposals management made on May 18 and June 7. We have made it clear that we aren't interested in engaging around any regressive proposal.

See Providence's newest Appendix A Wage proposal here. And it's attachment.

We passed several proposals:

- **Article 13 Professional Development**: Our proposal would move all clinicians to 16 paid education hours per year with an additional 8 for Wound Ostomy Nurses, Social Workers, and Bereavement Counselors (who currently have 16 available hours). Under our proposal, every clinician would receive an additional day. We also have proposed to increase professional development funds to $400 per year for OTs and PTs and $500 per year for SLPs, CWONs, Social Workers, and Bereavement Counselors. Their proposal is $350 for all non-RN disciplines and CWONs.
- **Article 14 Professional Care Committee**: Moves from a Professional Nursing Care Committee to a multi-disciplinary Professional Care Committee.
- **Appendix B Certification**, RCAP, and Clinical Ladder: Our proposal rejects their attempt to move certification pay to a bonus structure. It also insists on a per hour differential for Social Worker Clinical Ladder and RCAP to make it equivalent to the Clinical Ladder available to nurses (and available to clinicians under 0.8 FTE).
In a bit of good news, we were able to reach agreement on the Letter of Understanding on Electronic Visit Verification that limits its use to Home Health patients who have Medicaid as their primary insurer.

Finally, our team put forward a supposal—an unofficial idea that doesn’t move our official bargaining position—on productivity that would address the key issues with the productivity metric, limit management’s ability to change it moving forward, limit the ways in which productivity can be discussed, completely eliminate discipline based on productivity, and preserve our ability to strike if management attempts to implement changes. We await response on this idea.

Don’t forget to join tomorrow for a fuller discussion and update before our August 9 three-table bargaining session.

If you have any questions, please contact your ONA labor reps, Gabriel Erbs, at Erbs@OregonRN.org or Ashley Bromley at Bromley@OregonRN.org.