Providence Home Health & Hospice Update – Sept. 8, 2023

Your ONA-PHHH Bargaining Team met today with PHHH management. We provided a counter-supposal that would:

1. Secure the same RN wages as PPMC RNs.
2. Place all non-nurse clinicians fully on the appropriate step of the wage scale by July 1, 2024 (done in two equal sized steps on January 1, 2024 and July 1, 2024).
3. Secure an average of ~10% raises for each of the newly represented disciplines.
4. Include full retro payment.
5. Add 40 hours of PTO (20 in 2023 and 20 in 2024).
6. Pay RCAP as an hourly differential (except for exempt Social Workers).

Management turned around a counterproposal that would:

1. Repeat their RN wage offer from August 10.
2. Place all non-nurse clinicians fully on the appropriate step of the wage scale by December 31, 2024 (done in three equal sized steps on January 1, 2024, July 1, 2024, and December 31, 2024).
3. Secure an average of ~10% raises for each of the newly represented disciplines, except LCSWs (smaller raise as proposed by management).
4. Include full retro payment.
5. Add 40 hours of PTO (20 in 2023 and 20 in 2024).
6. Pay RCAP as an hourly differential (except for exempt Social Workers).

View ONA and PHHH wage proposals from today’s session.

This is the first proposal from management that has committed to a two-year agreement (expiring December 31, 2024—since we’re already 8+ months past expiration) and to fully placing all non-nurse clinicians on the wage scale. This is huge movement that gives us a lot of hope that we can reach a strong contract agreement in the coming weeks with the opportunity to return to the table in less than a year to build on these wins.

We are working to schedule a few short virtual bargaining sessions ASAP to respond to this proposal and work toward an agreement. Among other things, we still have work to do in these negotiations to achieve equitable raises for social workers, shore up protections around
unrealistic productivity demands, and protect the current per diem differential for non-nurses. For now, your bargaining team is headed into the weekend to do a deep dive on the details of this proposal and the individual impact on clinicians. We will share bargaining dates and a more thorough update as soon as we have them.