I am so proud of our unit for going through this bargaining process with more solidarity and resolve than I could have imagined. We really proved to Providence that we will fight for our worth and will fight for quality care for our patients. This contract will allow us to attract new staff and keep our valued experienced staff, as well. It also provides protections and begins to change the culture around productivity and assignments. We will continue to push Providence to do the right thing, and we will advocate for legislation to support us. I wholeheartedly say vote “Yes”!

Jamie Canales, Home Health Access RN

YOUR ELECTED ONA CLINICIAN BARGAINING TEAM STRONGLY RECOMMENDS A YES VOTE ON THE TENTATIVE AGREEMENT.
HISTORIC & DRAMATIC IMPROVEMENTS FOR PROV HOME HEALTH & HOSPICE CLINICIANS

Our new tentative agreement consolidates on recent wins across the Providence system, securing significant wage increases for all disciplines; extending workplace protections to PTs, OTs, SLPs, Social Workers, and Bereavement Counselors; improving safety protocols; adding PTO; and setting parameters around productivity, including abolishing discipline for failure to meet productivity.

Here's an overview of the landmark achievements included in our new tentative agreement for which we are strongly recommending a YES vote.

VOTE YES.

Wages are still subject to formal review.

DRAMATIC RN WAGE INCREASES

<table>
<thead>
<tr>
<th>Step</th>
<th>Current</th>
<th>Ratification</th>
<th>1/1/24</th>
<th>Change ($/hr)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$42.18</td>
<td>$48.75</td>
<td>$50.21</td>
<td>$8.03</td>
</tr>
<tr>
<td>5</td>
<td>$45.63</td>
<td>$52.92</td>
<td>$54.51</td>
<td>$8.58</td>
</tr>
<tr>
<td>10</td>
<td>$50.40</td>
<td>$57.48</td>
<td>$59.20</td>
<td>$8.80</td>
</tr>
<tr>
<td>20</td>
<td>$59.52</td>
<td>$66.00</td>
<td>$67.98</td>
<td>$8.46</td>
</tr>
<tr>
<td>30</td>
<td>$60.59</td>
<td>$68.00</td>
<td>$70.04</td>
<td>$9.45</td>
</tr>
</tbody>
</table>

CWONs are placed on the RN wage scale with an additional $3.00 per hour required certification differential, in addition to any optional certifications.

Both CWONs and RNs receive full retro pay for every hour worked and on PTO to the contract’s 1/1/23 expiration.
TRANSPARENT AND INCREASED WAGES FOR NON-NURSE CLINICIANS

<table>
<thead>
<tr>
<th>Step</th>
<th>PT/OT/SLP</th>
<th>LCSW/LPC</th>
<th>CSWA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$48.52</td>
<td>$41.13</td>
<td>$38.44</td>
</tr>
<tr>
<td>5</td>
<td>$52.16</td>
<td>$44.17</td>
<td>$41.29</td>
</tr>
<tr>
<td>10</td>
<td>$56.64</td>
<td>$48.06</td>
<td>$44.82</td>
</tr>
<tr>
<td>20</td>
<td>$65.68</td>
<td>$52.50</td>
<td>$52.03</td>
</tr>
<tr>
<td>30</td>
<td>$67.27</td>
<td>$57.37</td>
<td>$53.33</td>
</tr>
<tr>
<td>Avg Raise</td>
<td>16%/17%/19%</td>
<td>12%</td>
<td>16%</td>
</tr>
</tbody>
</table>

Wages above are effective 7/1/24 and are 3.75% higher than wages upon ratification. Wages are still subject to formal review.

Process for Non-Nurse Clinician Step Placement:

1-Upon ratification, current wages are increased by 3% and then the clinician is placed on the nearest step at or above this rate. At this point, it will be determined how many steps behind a clinician’s initial placement makes them.

2-On January 1, 2024: clinicians who are initially below the appropriate step will be moved up 1/3 of the steps they are behind (rounding up).

3-On July 1, 2024: clinicians who are initially below the appropriate step will be moved up another 1/3 of the steps they are behind (rounding up).

4-On December 31, 2024: all clinicians will be at their appropriate step.

5-In addition to these added steps, all clinicians will move up a step each year on the anniversary of their date of hire.
## IMPROVED DIFFERENTIALS

<table>
<thead>
<tr>
<th>Differential</th>
<th>Old</th>
<th>New</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evening</td>
<td>$3.10</td>
<td>$3.50</td>
</tr>
<tr>
<td>Night</td>
<td>$5.90</td>
<td>$6.20</td>
</tr>
<tr>
<td>Weekend</td>
<td>$1.25</td>
<td>$2.00</td>
</tr>
<tr>
<td>Preceptor</td>
<td>$3.00</td>
<td>$4.00</td>
</tr>
<tr>
<td>Extra Shift</td>
<td>$18.00</td>
<td>$20.00</td>
</tr>
<tr>
<td>Charge</td>
<td>$3.50</td>
<td>$4.00</td>
</tr>
<tr>
<td>Certification</td>
<td>$2.50</td>
<td>$3.00</td>
</tr>
<tr>
<td>Clinical Ladder</td>
<td>$1.80/$3.25/$5.00</td>
<td>$2.00/$3.50/$5.25</td>
</tr>
<tr>
<td>RCAP/SWCAP</td>
<td>$5600/yr (bonus)</td>
<td>$3.00/hr ($6240/yr)</td>
</tr>
</tbody>
</table>

Non-nurse clinicians have access to certification differentials for the first time!

Social Workers and Bereavement Counselors have access to a Clinical Advancement Program for the first time!

CWONs have access to Clinical Ladder for the first time!

Exempt Social Workers and Bereavement Counselors receive a $32.00 per day charge differential, $50.00 per day weekend differential, and $250.00 per day holiday differential.
Thank you for sticking with and supporting your bargaining team throughout this past year. About a year ago the nurses began these negotiations and the professionals started to organize. Over the past 12 months the pros won a union election, went on strike with our nurses and have come out the other side with a contract in far less time than management predicted. It is no small feat to negotiate a contract for so many different disciplines with different needs and interests in such a short amount of time. There are so many wins in this contract because of our solidarity and resolve. We have achieved more wage transparency for all, raises, retro pay, extra PTO, higher RCAP pay, extra education time for all so we can be current with best practices, a committee on productivity that is mandated to trial a different productivity model and more. This is an amazing start and we are thrilled we can build on this very soon during the next round of negotiations. I am excited to vote YES!

- Kara Hayden, Home Health AAC-SLP

After almost a year of bargaining we have come to an agreement. So many wins for PHHH, increase in wages, productivity language to protect patients and caregivers, all disciplines on a step pay scale. Increase in PTO and ladder pay. We should be proud of all the blood sweat and tears that went into this contract. I recommend a YES vote.

- Lori Curtis, Hospice RN
MAJOR WINS ON STAFFING & SAFETY

- **Brand new article on clinician safety:** Creates the right of the clinician to refuse visits where safety issues are unresolved and requires a visible patient safety flagging system.
- **Discipline over productivity abolished:** Clinicians can no longer be disciplined based on their productivity number.
- **End public comparison of productivity:** Productivity can only be discussed in private with a clinician, not publicly shared or compared.
- **Limited requirement for Electronic Visit Verification:** Prevented Prov from requiring EVV through Rover for all Home Health & Hospice visits; instead its use will be limited to Home Health patients with Medicaid as their primary insurer.
- **Limit weekend work frequency:** End the increase of weekend work frequency by limiting it to the frequency currently in units (including never in those units that aren’t scheduled for weekends).
- **Improved weekend scheduling:** Return to pre-scheduled weekends received by August 1 of the year preceding for RNs and Social Workers. PTs retain their current scheduling practice, including the ability to work the weekend day as overtime or to make up for an off day in the week. Clinicians can express a preference for full weekends or one day weekends.
- **End the practice of forcing low census when productivity won’t be met:** Where clinicians have assigned work (Health Stream, case management, calls to providers etc.), they will not be required to low census.
- **Strengthen the right to alternate work schedules:** No more being threatened with losing your 10-hour shifts because of productivity. Alternate schedules can’t be changed with out a fair and transparent process-not individually as retaliation.

**VOTE YES.**
PAID LEAVE & SHORT TERM DISABILITY

- **Added 40 hrs. of Paid Leave:** 20 hours of added PTO at ratification (based on 1.0 FTE) and 20 additional hours in 2024

- **Short Term Disability at 100% Pay for 8 weeks:** In conjunction with Paid Leave Oregon, qualifying short-term disability leaves will be paid at 100% of pay for 8 weeks following initial 1 week waiting period (for the Sedgwick top-off). Begins January 2024.

- **Paid Leave Oregon:** For qualifying family and medical leave, Paid Leave Oregon will reimburse a portion of wages for leaves up to 12 weeks (plus 2 additional for pregnancy)

- **Additional Education Leave:** Additional 8 hours of education leave (16 hours for all and 24 hours for Social Workers, Bereavement Counselors, and CWONs) for all clinicians, in addition to a 1365 hour pool to be shared by clinicians.

- **Additional Education Funding:** Added $50-100 in education funding each year for newly represented clinicians ($400). Additional funding and paid time available for certified, RCAP, SWCAP, and clinical ladder clinicians.

Voting Starts Wednesday!

Vote by Text:
OregonRN.org/Update - Opt-in to Texts

Only ONA members can vote. Sign up at oregonrn.org/join!

All Clinician Meetings:
Mon 9/25 7:30 PM
Tues 9/26 4:30 PM
tinyurl.com/ona-phhh

Individual Help:
Book a 15 minute slot to see how the wage scales will impact you.
tinyurl.com/wagehelp

In Solidarity. Your elected ONA Clinician Bargaining Team at PHHH:

Tracy Arnold (OT); Pamela Bacon (RN); Sharon Barbosa (RN); Jamie Canales (RN); Lori Curtis (RN) Kellie Holloway Franz (PT); Kara Hayden (AAC-SLP); David Neves (RN); Michael Port (RN); Mitch Pottle (OT); Miranda Rossetto (LCSW); Linda Sheffield (RN); Jennifer Spezza (CWON); Stacey Ufer (PT); Kathryn Waller (AAC-SLP); Beth Waltz (LCSW)
Learn how to enforce our contract, build our union, and organize for a greater voice on the job by building more power where we work.

MAKE A DIFFERENCE
Sign up for steward training to find out more.

BUILD YOUR UNION

SIGN UP HERE
oregonrn.org/page/steward-training