We met for our first mediated bargaining session with Providence Home Health & Hospice (PHHH) management today. Despite assurances that management would not be punitive in their wage proposal and their expression that they knew they had work to do to improve the top end of their proposed wage scales, they brought deeply regressive wage proposals. The following tables summarize Providence’s wage proposals, including the difference between management’s July 26 and June 6 proposals.

Click here to see PHHH’s regressive wage scale proposals!


At PPMC and PSH, management brought wage proposals that held steady on their pre-strike June 7 proposals. This initially made it difficult to understand why PHHH management had
taken such a punitive approach in reducing their wage proposals by several dollars per hour from their May 18 and June 7 proposals. Until 4:30 pm., management insisted this was solely in response to the strike. Finally, this afternoon, Providence told our team that the PHHH bargaining team miscalculated the financial impact of their wage proposal by a factor of three based on their ignorance of the experience level of clinicians. To date, management has still not asked clinicians to document years of experience or reviewed the resumes we asked clinicians add to Genesis, so we have no faith that their current estimates are accurate or honest.

We had hoped to use today’s session to work through complicated issues around productivity to position ourselves to be ready to bargain to agreement at our next three-table mediated session on August 9. Management’s wage proposal was so surprising, insulting, and derailing, that we never got to engage in that conversation.

Beyond a regressive wage proposal, they also proposed to change certification pay from $2.75/hour to an end of year bonus. They continue to refuse to place social workers and bereavement counselors on clinical ladder (favoring a system like RCAP instead), and they are seeking to retain the bonus structure for RCAP while excluding clinicians under 0.8 FTE. As at PSH and PPMC, management offered 12 additional hours of PTO in 2023 and 2024.

Our team remains committed to reaching an agreement on August 9 if possible, but we will not agree to a contract that fails to address our core priorities: fair wage increases for all, increased PTO, and safe productivity requirements.

If you share our resolve to achieve this contract, sign here, to send your bargaining team to the August 9th session with this charge:

Sign our petition and show your resolve to reach a fair contract!

https://docs.google.com/forms/d/e/1FAIpQLS7ehi_1AdW7y2XXCaeF7QkNGzTMebjXIk5E8OY8H4-bFm2Oezw/viewform

Wage Proposal History
PHHH 5/18/23
ONA 6/6/23
PHHH 6/7/23
ONA 6/7/23 (Same Scale as 6/6/23)
PHHH 7/26/23 Proposal and Wage Tables

Proposals Today
PHHH Appendix B
PHHH EVV MOU
ONA EVV MOU
PHHH Article 3 PTO

If you are a PT, OT, SLP, Social Worker, or Bereavement Counselor and have not yet shared your years of experience with ONA, please do so with this form.
Upcoming Events: ONA-Providence Solidarity Picnic & Clinician Meeting

Also plan to attend our ONA-Providence Solidarity Picnic this **Saturday, July 29 at Creston Park, 4-7pm** and our **ONA-PHH All Clinician Meeting next Tuesday, August 1 7:30pm**

- Click here to RSVP if possible for the Solidarity Picnic Sat., July 29.
- Click here to attend the all clinician meeting Tues., Aug. 1.
  (Passcode: ONA).

If you have any questions, please contact your ONA labor rep, Ashley Bromley, Bromley@OregonRN.org.

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[PHHH Contract]  [Bargaining Unit Info]  [Update Your Info]