PHHH Contract Agreement Reached!

We are thrilled to share that we reached a full tentative agreement on our contract late this morning. As a team, we are certain that we left nothing on the table, and we strongly encourage your yes vote. This victory would not have been possible without the tenacity and solidarity of our membership. We are proud to have led a historic strike that helped us secure wage increases, fair wage scale placement, additional PTO, greater protections around productivity, and much more.

Once ratified, our new contract will:

- Increase the RN wage scale 10.4-16.3% upon ratification and 13.7-19.8% by 1/1/24
- Add Step 30 to the RN wage scale to appreciate our most senior RNs
- Create PT, OT, SLP, LCSW/LPC, and CSWA wage scales that provide regular step increases and across-the-board raises and erase longstanding inequitable salary distributions that created salary compression and inversion (being paid less than less experienced colleagues) for all newly represented clinicians
- Increase wages for newly represented clinicians by up to 26.9% by 12/31/24
- Increase PT wages by an average of 15.9%; increase OT wages by an average of 16.5%; increase SLP wages by an average of 19.3%; increase CSWA wages by an average of 15.7%; and increase LCSW and LPC wages by an average of 11.7% by 12/31/24
- Add 20 PTO hours (pro-rated by FTE) to clinician’s banks at ratification and an additional 20 hours in 2024
- Limit PHHH’s Electronic Visit Verification to only those patients with Medicaid as their primary insurance
- Increase the RN certification differential to $3.00 per hour (from $2.50 per hour) and recognize several additional certifications
- Compensate CWONs for their required certification (in addition to optional certifications)
- Compensate newly represented clinicians for certifications for the first time (also at $3.00 per hour)
- Increase the compensation for RCAP, open RCAP up to clinicians at 0.6 FTE, and return to hourly compensation for RCAP
- Create a SWCAP (Social Worker Clinical Advancement Program) for Social Workers and Bereavement Counselors and compensate for participation at $6240 per year (paid out every pay period)
- Create a $4.00 per hour per diem differential to per diem (on call) Social Workers
- Provide full retroactive pay—for every hour worked and PTO—back to contract expiration (12/31/22) for RNs and CWONs and 4/24/23 for newly represented non-nurse clinicians
- Increase clinical ladder pay for RNs and provide access to the clinical ladder for CWONs
- Provide one additional paid education day for all disciplines and additional educational funds for newly represented clinicians (including CWONs)
- Provide greater protections around low census, alternate assignment, territory bidding, weekend work frequency, PTO approval, and more
- Substantially increase nearly every differential: evening, night, weekend, preceptor, charge, etc.
- Improve the extra shift differential from $18.00 per hour to $20.00 per hour
- Abolish discipline for failure to meet productivity; end the public discussion and comparison of clinicians’ productivity; create a committee required to pilot improvements to scheduling and workload; introduce an acuity tool
- Expire less than 15 months after ratification—giving us a chance to return to the bargaining table in less than a year and build on these substantial wins

Wage tables are here: (understand that non-nurse clinicians who are behind their appropriate step will be placed in three increments onto the scale).

We are immensely proud of securing a first contract for newly represented clinicians in less than five months and significantly strengthening our existing RN contract, but there is more we’d hoped to secure:

- We were disappointed that PHHH could not and would not place more value on the essential work of our Social Workers and Bereavement Counselors. We fought until the last exchange for (literally) every dime on this wage scale. We knew we were fighting uphill against a society that criminally undervalues the work of Social Workers, but we’d hoped PHHH would call on the history and mission of Providence to invest in this invaluable work. We are already eager to return to the table to continue that fight.
- We were not able to retain the 14% per diem differential for PTs, OTs, and SLPs. As part of the transition to fairer and more transparent wage scales, we dramatically increased the base wages of most per diem clinicians. Accordingly, Providence sought to pull the per diem differential for therapists into line with that of RNs. The very last proposal we exchanged continued to fight on this front, but we weren’t able to prevail. Per diem clinicians whose gross wages would decrease with the change to a $4.00 per hour per
diem differential will instead retain the 14% differential through contract expiration. Those per diem clinicians whose salary will increase overall will move to a $4.00 per hour differential beginning January 2024.

- We wanted to win more on productivity. We have secured substantial protections around the impact of unrealistic productivity metrics, but we weren’t able to change the metrics themselves. We are turning our fight to the state level where we hope to secure legislation that can compel Providence—and all home health and hospice agencies—to institute safe metrics. Until then, we’ll be piloting jointly arrived at solutions (via a new committee) and will have to continue to stand up on an individual basis for ourselves, our licenses, and our patients. We can now do so without fear of discipline and with the knowledge that our productivity numbers cannot be used to shame us. We expect to pick this fight back up in our next negotiations.

**What’s Next**

This tentative agreement will not become final unless and until our membership approves it through a ratification vote.

We will open our ratification vote next Wednesday, September 27 and keep it open through Monday, October 2. To be sure you receive a ballot, update your contact information (including opting into texts) at oregonrn.org/update.

Expect a robust contract summary by Monday and a full copy of the tentative agreement (with every line-by-line change) as soon as we have confirmed a shared copy with management and, at any rate, before voting opens on Wednesday.

We will also hold two meetings to present details of the tentative agreement:

- Monday, September 25 from 7:30-8:30 pm
- Tuesday, September 26 from 4:30-5:30 pm

Both at:

https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SIFkSktEOG1XUT09

Meeting ID: 856 8399 4000

Passcode: ONA

We are also looking to schedule some drop-ins or short appointments to help decipher wage scales and placement processes for folks on an individual basis. We know it’s confusing for newly represented folks!

It has been deeply gratifying to represent our colleagues throughout this process. It was an honor to take a stand together through our historic five-day strike, and we’re happy now to deliver the fruits of that (withholding of) labor. We have never been stronger as a union. We are so excited to build on that strength and our community. Look for details on plans to celebrate ratification soon!
Your ONA-PHHH Bargaining Team

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