We had a good ONA-PHHH meeting last night with more than 100 members in attendance on short notice on a Friday night. We are now writing with a somewhat more complete update on bargaining this week. Because the articles we exchanged during mediation were exchanged as "suposals" (essentially bargaining proposals where you are trying out ideas without committing to the position), we are not yet able to report out in the level of detail we usually do. We are awaiting a response from management on their willingness to have their suposals shared with the bargaining unit in full.

We can report conclusively that we reached tentative agreement on Article 13 (Professional Development) that now provides 16 paid education hours for all clinicians every year, in addition to access to a 1360-hour pool. We were able to secure an additional 8 hours per year of paid education leave for Social Workers, Bereavement Counselors, and Wound Ostomy Nurses in recognition of their high continuing education requirements. Additionally, we were able to increase education reimbursement to $400 for PT, OT, SLP, SW, BC, and CWONs.

We also saw movement from PHHH management on increasing wages from their most recent proposals to us. We saw progress on PTO, aligning wage scales for the therapy disciplines (PT, OT, SLP), compensation for Wound Ostomy Nurses, the Extra Shift Differential, retro payments, compensation for the Rehab Clinical Advancement Program (RCAP) and Social Worker Clinical Advancement Program, certification pay, and more.

Despite this progress, we remain far apart on key issues, namely: the wage scale and timing of placement onto the scale for non-nurse clinicians, wages for nurses at the top (most experienced end) of the wage scale, PTO, and productivity. We tried to get very creative in solutions around each of these topics during our two days of negotiating but weren't able to make much headway with management yet. We were disappointed that
PHHH management refused to provide a counterproposal to us early Friday morning, ending our session. However, we know we can make good use of this time as we await further bargaining dates. Management's approach to wages for newly represented non-nurse clinicians is complicated, and we want to take the time to evaluate the individual impact on each of the approximately 170 people this will affect. Additionally, we want to keep exploring ways to address productivity so clinicians will not be faced with having to choose to work over their scheduled hours, provide rushed care, or let patients go without the care they need.

We are waiting to hear from the Federal Mediator as to Providence's availability to bargain. In the meantime, we're resting up, closely analyzing management's most recent proposal, and bracing to continue the fight—including through additional escalation—as necessary.

Our ONA Labor Rep, Ashley Bromley, is away on PTO August 14-23. In her absence, reach out to one of the bargaining team members or ONA Labor Rep Gabriel Erbs (erbs@oregonrn.org).

Your ONA-PHHH Bargaining Team

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Stacey Ufer
Kathryn Waller
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P.S. We were honored to be with our PPMC and PSH colleagues as they secured contract agreements early Friday morning. We sincerely wished we could have made that final push with them, but it was apparent that our negotiations needed more time. We are more committed than ever to bringing back a fair agreement members will ratify. It wasn't there for us this week, but we will get there. The work we undertook together—
including our historic strike—laid the foundation for gains across all three contracts on our shared issues. Now it's time to push through the final stretch!