Providence Home Health & Hospice Update – September 1, 2023

WHERE WE STAND IN NEGOTIATIONS

Our ONA-PHHH bargaining team returns to the table next Friday, September 8 at the Halsey Building. Before we head into that session, we want to provide a little more detail on what’s still outstanding in our negotiations. We left our marathon August 9-11 bargaining session disappointed not to have reached an agreement but with a clear understanding that the complexity of the work we are doing in our negotiations—especially around placing newly represented clinicians onto wage scales—necessitated additional time and focused attention. We are hopeful that the time we—and more importantly management—have had to evaluate, cost, and consider our respective wage supposals will help us reach an agreement soon. We remain committed to reaching a fair contract for every member and are dug in to complete this work.

Providence has agreed that we can share the supposals (not official proposals) we exchanged at our last marathon session, so you’ll see those directly linked to at the bottom of this message. Supposals give parties an opportunity to try out ideas without committing to the bargaining position. They do not move the official bargaining position of a party but give us each a chance to float ideas with a little more freedom until we find something that works.

After a lot of hard work at our last session, we remain apart on a limited number of highly important issues:

<table>
<thead>
<tr>
<th>Issue</th>
<th>ONA</th>
<th>PHHH</th>
<th>PPMC/PSH Secured</th>
</tr>
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<tbody>
<tr>
<td>Length of Contract</td>
<td>2 years (expire 12/31/2024)</td>
<td>3 years (expire 12/31/2025)</td>
<td>2 years</td>
</tr>
<tr>
<td>PTO</td>
<td>20 additional hours 2023 20 additional hours 2024</td>
<td>12 additional hours 2023 12 additional hours 2024 12 additional hours 2025</td>
<td>20 additional hours 2023 20 additional hours 2024</td>
</tr>
<tr>
<td>Year 1 Wages</td>
<td>Year 2 Across-the-Board Increase</td>
<td>Non-Nurse Clinician &amp; CWON Placement on Wage Scale</td>
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<tr>
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<tr>
<td>Summarized Here: <a href="https://docs.google.com/spreadsheets/d/1mdDMOW1rAlaCEhB6F8x9uDRB-VSqv5BD/edit?usp=sharing&amp;ouid=103125157612743952214&amp;rtpof=true&amp;sd=true">https://docs.google.com/spreadsheets/d/1mdDMOW1rAlaCEhB6F8x9uDRB-VSqv5BD/edit?usp=sharing&amp;ouid=103125157612743952214&amp;rtpof=true&amp;sd=true</a></td>
<td>4.0% 3.0% 3.0%</td>
<td>Placed 2 pay periods after ratification; All non-nurse clinicians and CWON have wages increased 3% then placed at nearest step on wage scale and clinicians who would be below below appropriate step based on experience get up to 3 additional steps; Up to 3 additional steps 1/1/24 if still below; Up to 3 additional steps 7/1/24 if still below; Clinicians who would land above appropriate wage step are held at current salary until wage scale would move them up</td>
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Non-Nurse Clinician & CWON Placement on Wage Scale

<table>
<thead>
<tr>
<th>Per Diem Differential</th>
<th>Extra Shift Differential</th>
<th>RCAP</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4.00 per hour RNs (status quo); $6.00 per hour if more than 30 years of service (status quo); 14% non-nurse clinicians (status quo)</td>
<td>$20.00 per hour, any requested shift</td>
<td>$6240 per year at 1.0 FTE; bonus for exempt clinicians; if bonus for hourly clinicians, paid every pay period</td>
</tr>
<tr>
<td>$4.00 per hour all clinicians; $6.00 per hour all clinicians if more than 30 years of service</td>
<td>$20.00 per hour, only shifts designated by management (current contract language)</td>
<td>$6240 per year at 1.0 FTE; bonus for exempt clinicians; not yet clear if bonus or not for hourly</td>
</tr>
<tr>
<td>$4.00 per hour; $6.00 per hour if more than 30 years of service (only RNs represented)</td>
<td>PPMC: $20.00 per hour (up from $18.00), any requested shift (current contract language) PSH: $17.00 per hour (up from $15.00), only shifts designated by management (current contract language)</td>
<td>N/A (RNs only)</td>
</tr>
</tbody>
</table>
PHHH Supposals (August 10 Late PM)

**Comprehensive Settlement Supposal:** This document briefly outlines all remaining outstanding issues where the parties are not yet in agreement and provides PHHH’s supposal (non-binding proposal, essentially) for resolving those issues.

**Appendix A Wage Table:** This document includes PHHH’s supposal for wage tables for each discipline. Note that PHHH does not propose to immediately place all clinicians at the appropriate step based upon years of experience (see Comprehensive Settlement Supposal above).

**Workforce Scheduling Committee:** This document is PHHH’s supposal to address productivity and scheduling related issues not addressed in the Letter of Agreement on Productivity.

ONA Supposals (August 11 Early AM)

**Comprehensive Settlement Supposal:** This document briefly outlines all remaining outstanding issues where the parties are not yet in agreement and provides ONA’s supposal (non-binding proposal, essentially) for resolving those issues.

**Appendix A Wage Table:** This document includes ONA’s supposal for wage tables for each discipline. Note that ONA has attempted to address PHHH’s concerns about the rapid placement on the wage scale by allowing for clinicians to be advanced up the scale up to three steps at a time at ratification, January 2023, July 2024, and December 2024 (see Comprehensive Settlement Supposal above).

**Workforce Scheduling Committee:** This document is ONA’s supposal to address productivity and scheduling related issues not addressed in the Letter of Agreement on Productivity.

Wage Table Summary

[https://docs.google.com/spreadsheets/d/1mdDMOW1rAlaCEhB6F8x9uDRB-VSqv5BD/edit#gid=1755225400](https://docs.google.com/spreadsheets/d/1mdDMOW1rAlaCEhB6F8x9uDRB-VSqv5BD/edit#gid=1755225400)
NEED MORE INFO?

ONA-PHHH Bargaining Question Drop-Ins

The conversation around wages, and especially how newly represented clinicians will be placed on the wage scale, is exceedingly complicated. If you want to better understand what’s being proposed, we invite you to drop into one of two drop-in sessions to have questions answered and get an explanation of how each proposal would impact you:

- Wednesday, September 6, 8-9 a.m.
- Thursday, September 7, 12-1 p.m.

https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SlFkSktEOG1XUT09
Meeting ID: 856 8399 4000
Passcode: ONA

Bargaining Caucus Drop-In

Join our usual bargaining caucus drop-in to get a live update from Friday’s session.

Friday, September 8, 3-3:30 p.m.

https://us06web.zoom.us/j/85683994000?pwd=NlF4MWtsMzVNRnR2SlFkSktEOG1XUT09
Meeting ID: 856 8399 4000
Passcode: ONA

Your ONA-PHHH Bargaining Team

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