First: Sign the Picket Pledge Today!

Your ONA-PHHH bargaining team is asking for your support to move to an informational picket (not a strike or work stoppage) on **Tuesday April 11, at 4:30-6:30 p.m.** at Providence Portland Medical Center. To win on what matters most—wages, staffing (productivity & caseload), health care, and leave—we must show Providence we are united and won’t settle for less. Adding your voice to the call for an informational picket will demonstrate our unity and resolve.

We met again with management on Wednesday, March 15. We received proposals on Health and Welfare and Paid Time Off. We now have responses from Providence on the major topics of bargaining: Here’s how our proposals stack up:

<table>
<thead>
<tr>
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<th>ONA</th>
<th>PROV</th>
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<tbody>
<tr>
<td><strong>Wages</strong></td>
<td>12-17% Raises to get PHHH to Top-of-Market on Day 1; 10% Raises to Keep PHHH at Top-of-Market through Year 1; 8% Raises in Years 2 &amp; 3 to Keep up with Inflation</td>
<td>~8% Raise for Year 1; 1.5% Raises for Years 2&amp;3; Only ~11% Over Three Years Keeps PHHH Well Below Market, Even Before Considering 6+% Inflation</td>
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<tr>
<td><strong>Leave</strong></td>
<td>20-40 Hours Additional PTO Accrual to Bring PHHH up to Market; 12 Weeks Fully Paid Leave for ALL Family &amp; Medical Leaves</td>
<td>No Additional PTO Accrual; 8 Weeks 100% Paid Leave Only for Own Health Condition; Maintain Reduced (65%) Pay for Leave for Birth, Adoption, Foster Placement and A Family Member's Health Condition</td>
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<tr>
<td><strong>Productivity</strong></td>
<td>HH: Increased Value for SOCs, Complex Visits, Travel, Case Management; HH &amp; H: No Change to Productivity Expectations Without Negotiation</td>
<td>Providence Retains the Right to Change Productivity at Any Time to Cushion Their Profit Margin</td>
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<tr>
<td><strong>Caseload</strong></td>
<td>Caseload Caps for Home Health (25) and Hospice (13) that Factor in Aggregate Caseload Complexity</td>
<td>No Caseload Caps</td>
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<tr>
<td><strong>Health Insurance Benefits</strong></td>
<td>Automatically Receive of Virgin Pulse Incentive; Lower Costs (Deductible + Premium Share) to Compete with Market; Lower Out-of-Pocket Max; Guarantee Access to Mental Health Providers</td>
<td>No Change to Current Plan or Cost Share</td>
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As you can see, we have a very different vision for employment at PHHH. We are determined to use this bargaining process to raise our voices to create the working conditions that will recruit new nurses and—even more importantly—retain the experienced nurses already working at PHHH. We know many of you are watching these negotiations to decide if you can stay at PHHH. We implore you not to just watch, but to get involved! Start by pledging to support our picket and planning to attend!

**March 15 ONA Proposals:**

- **Article 5, Hours of Work:** We introduced language to clarify and strengthen protections for alternate assignment; clarify the assignment of weekend work and prevent management from increasing its frequency; improve the low census process; prevent management from refusing to download patients and then retaliating from overtime; guaranteeing nurses can use time on a light day to complete non-patient care work.
- **Article 15, Seniority:** We introduced language to clarify the territory bidding process.
- **Article 1, Recognition and Membership:** We introduced several definitions to add clarity to various contract provisions.

**March 15 PHHH Proposals:**

- **Article 7, Leaves of Absence:** Management offered some technical and housekeeping changes on Leaves of Absence.
- **Article 3, PTO:** Management offered no increase to PTO accruals and offered the same plan on paid family & medical leave that they previously announced for non-represented caregivers. Unbelievably, their plan is to exclude paid family leave from the benefit enhancement.
- **Article 14, PNCC:** Management agreed to some enhancements to support the work of the PNCC. They rejected our proposal of a Staffing Committee that would have binding decision-making on many staffing issues, in favor of setting up a quarterly staffing-focused PNCC meeting. This is not sufficient to address the rampant staffing issues and truly empower nurses to change the tide on understaffing overworking.
- **Article 8, Health and Welfare:** Management rejected our proposal to lower costs on health insurance benefits.
- **Article 4, Extended Illness Time (EIT):** Management offered a proposal that simply stated EIT had ended.

Our next bargaining session is Wednesday, March 22 at the Halsey Building. If you’re working from the Halsey Building, we encourage you to drop into bargaining in the Hawthorn/Steel Room during your breaks and lunch. We will also hold a drop-in caucus update during bargaining on **Wednesday March 22, at 3:00-3:30 p.m.** at the link below. Zoom in if you can! For those who can’t join during bargaining, we will also have an update at the same Zoom link the next morning, **Thursday March 23 at 7:30-8:00 a.m.**

[Click Here for the Zoom Link](#)
If you have any questions, please contact your ONA labor representative, Ashley Bromley, at Bromley@OregonRN.org.