Your ONA Bargaining Team met with PHHH Management on Tuesday, November 1 for our first substantive bargaining session. Management continues to insist that they will not agree to bargain with ONA members virtually observing our in-person sessions. We continue to believe members have a right to directly observe negotiations, and that they can only reasonably do so with a virtual option. Rather than waste valuable bargaining time, we elected to forgo ground rules altogether and just get creative in ensuring members have access to our negotiations. Accordingly, we intend to plan a scheduled caucus at each negotiation session to provide a designated time for members to drop in virtually to hear what’s happening in negotiations and provide direct feedback.

For our next session on November 16, 2022, we will have a Zoom Caucus Drop-In from 3-3:30 p.m. We encourage you to join during a break or your commute.

https://us06web.zoom.us/j/88004893721?pwd=S1R1Q0VCSmZ5VDdQVi9DY0s1ek5vdz09

We opened negotiations with a bold proposal to lower health plan costs by capping the combined cost of premiums plus deductibles (less any subsidy) to $400 for individuals and $1000 for families for at least one of Providence’s offered health insurance plans. We further proposed that the subsidy provided as a health incentive through Virgin Pulse be provided to all nurses, without participation in the Virgin Pulse program. While management works to insist that they offer a high-quality, low-cost health care plan, we know better. Providence offers its nurses the least affordable individual and family plans when compared to Kaiser and OHSU.
We offered five additional proposals on **Equality of Employment Opportunity**, **Employment Status**, **Association Rights**, **Grievance Procedure**, and **Task Force**. We were able to reach a tentative agreement on Equality of Employment Opportunity and received a **counter proposal on Employment Status**.

Over the next several sessions, we will make bargaining proposals on the issues that matter most to nurses: productivity, staffing/caseload, wages, paid time off, and more. Be sure to drop by on **November 16, 3-3:30 p.m.** to hear more and make your voice heard.

**Help us win a strong contract by joining the Contract Action Team (CAT)! Reach out to your ONA Chair Jamie Aguilar or CAT Coordinator Maria Opie to get involved!**

In Unity,

**Your ONA-PHHH Bargaining Team**
Jamie Aguilar (Chair, Home Health Access)
Sharon Barbosa (Vice Chair, Home Health Yamhill)
Pamela Bacon (Grievance Chair, Home Health MHRN West)
Lori Curtis (PNCC Chair, Hospice West)
David Neves (Membership Chair, Home Health Access)
Michael Port (Treasurer, Hospice)
Linda Sheffield (Secretary, Home Health Liaison)
Ashley Bromley (ONA Labor Representative)