ONA-PHHH Bargaining Update – December 14, 2022

Your ONA Bargaining Team met with PHHH management on Monday for our fourth bargaining session and the last before our contract expires on December 31. Thank you to the nurses who greened up and sent photos in support of bargaining (a few are featured in photos here). If you didn’t get a chance to send in a photo, it’s not too late. Text your photo to Jamie at 503.901.6072.

TAKE ACTION

(1) Attend our All-Nurse ONA Meeting next Monday, December 19, 5-6 p.m. to hear a full recap of our proposals on wages, benefits, staffing/productivity/caseload, and paid leave. Help inform our priorities and make a plan for our major wins at ONA-PHHH! Click here to join via Zoom.

(2) Plan to attend our Rally to Protect Providence Nurses on Friday, January 20, from 4:30 – 5:45 p.m. at Providence Office Park in NE Portland. We will join with nurses from across Providence, including Providence Portland and Providence Seaside who are bargaining alongside us, to demand fair contracts that invest in the retention of nurses through top-of-market wages, enhanced paid leave, better benefits, and safe staffing. RSVP Link: https://www.oregonrn.org/event/2023ProvRally

(3) Don’t forget to complete our survey about Home Health weekend scheduling in future years! Link: https://forms.office.com/r/U30sL0MEMZ
BARGAINING UPDATE

Our latest session focused on three main issues: Electronic Visit Verification (EVV) and the mandated use of Rover; paid leave; and professional development, certification pay, and clinical ladder.

EVV & Mandated Use of Rover

PHHH Management offered a counterproposal that, on the positive side, rescinded their position that they would require the use of Rover by all nurses beginning January 1, 2023. Management had previously claimed they would require this even if the state secured a delay on the requirement for EVV. Our pressure worked, and nurses will no longer be required to use Rover beginning on January 1.

However, management is still attempting to negotiate an expansive requirement to use Rover beginning in 2024. Their proposal would leave open the possibility of extensive tracking of nurses without a clear purpose (i.e. they have not outlined a safety functionality). We will continue to resist unnecessary surveillance of nurses and the introduction of additional non-clinical tasks that distract from nursing care.

Paid Leave

Oregon's Paid Family and Medical Leave Law goes into effect in 2023 and will provide 12 weeks of paid leave for welcoming a new child, your own serious health condition, or to care for a family member. Under the law, about 2/3 of wages are replaced. The law is a huge victory by workers and unions to provide paid leave to all Oregon workers. However, the law is a minimum, and Providence must negotiate with us over the benefit and any changes it could create to our current benefit structures. Our power remains with the irreplaceable value of our nurses' work, and our union intends to make improvements through the strength of ONA RNs!

Here are ONA elected RN leaders' priorities as we initiate negotiations during the coming weeks with Providence over paid family and sick leave:

- **Fully Paid Leave**: Oregon's most extensive health system making $4 billion in annual revenue can pay 100% of RNs' wages while on leave!
- **Providence Covers Employee Contributions**: Providence may begin deducting 0.6% from employees to support the new paid leave program, amounting to about $2 million dollars of diverted wages for ONA RNs across Providence. Other hospitals have already committed to their RNs that they'll cover the cost. It's time for Prov to do the same.
- **Paid Leave Available Right Away**: Providence lags other health systems in the amount of leave we can use on day one. Oregon's most extensive health system needs to address this disparity.
- **PTO Up to Market Standards**: Providence remains behind the market for total hours of accrued paid time off in our contracts. Let's change it during these negotiations. We have proposed increased accruals of between 20-56 hours per year, depending on years of service.

View this proposal here.
Professional Development, Certification Pay, and Clinical Ladder

To bring PHHH up to the highest standards across Providence, we have proposed:

- **Increased Certification Differential:** Move from $2.50/hour to $2.75/hour to match the best differential in Providence.
- **Additional Recognized Certifications:** We have added several certifications that must be recognized to better reflect the range of work we do and the valuable expertise we bring to our work.
- **Additional Paid Education Leave:** Double our guaranteed paid education leave to 16 hours per year to match that of other Providence facilities.
- **Improve Clinical Ladder:** Increase clinical ladder pay to match other Providence facilities and formalize and compensate the Clinical Ladder Board for the important work they do.

[View this proposal here.]

Next Bargaining Session

Our next session is scheduled for Tuesday, January 17.

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)