

BARGAINING UPDATE #2



LEADERSHIP AND INFORMATION

Executive Team

- *Chair: Amy McRae*
- *Vice Chair: Cyndi Goodrich*
- *Secretary: Julie Davison*
- *Treasurer: Susan Winkelman*

ONA

Caring for Oregon

Labor Representative

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UPDATES FROM THE TABLE

We had another productive day of bargaining. Together with the bargaining units at Willamette Falls (PWF) and Newberg (PNMC), we made the bulk of our proposals.

HERE IS WHAT WE PASSED TO PROVIDENCE:

- **Article 7 - Compensation:** Cost of living is still rising, and wages need to keep up. We proposed a 7.5% across the board increase to wages to balance the steps, as well as increases at milestone steps. The proposal includes a 4% across the board increase in June 2027 and an 11% across the board increase in January 2028. Our proposals on wages reflect market wages and would bring us up to what Providence counterproposed at PSVMC on Oct. 12.
- **Article 8 - Differentials and Other Economic Items:**
 - **Differentials:** We proposed increases to night, evening, weekend, extra shift, preceptor, charge (core and relief), certification, and per diem differentials, as well as adding a resource nurse differential.
 - **Standby:** We proposed increasing standby pay to Oregon minimum wage (\$16.80 for Clackamas County within the urban growth boundary). We also clarified language pertaining to when the callback period starts to capture our current and past practice.
 - **Holidays:** We proposed double time on holidays along with three additional holidays (New Year's Eve, Easter, and Christmas Eve) along with the way holiday pay to being paid for hours worked on that holiday, rather than for the entire shift where the majority of hours worked fall on the holiday.

UPDATES FROM THE TABLE ... CONTINUED

- **Article 11 – Increased Health Benefits Incentive:** We proposed that Providence provide the maximum health benefit incentive to all nurses during the life of the contract and can double their benefit if the employees voluntarily participate in the Choosewell incentive program.
- **Article 14 - Paid Time Off:** The main changes to this article we have presented are increases to the rate of PTO accrual, removal of accrual caps, and an increase to the total amount you can accrue, up to four years regardless of FTE, as well as PTO accrual on standby hours.
- **AI MOU:** We presented a robust memorandum of understanding pertaining to generative AI, which aims to ensure protections from mandatory use of AI without shared decision making with the hospital, job loss due to AI, privacy and tracking, and disciplinary action stemming from AI without review by a human (nurse manager and/or HR business partner).

We stand united with the RNs from PWF and PNMC. Together we are pushing for fair wages and working conditions that will allow us to protect patient care standards and retain skilled nurses during this time of pressure in the healthcare profession.

WE NEED YOU!

When we all contribute to fighting for a fair contract, our power grows exponentially. Our unity around our top priorities will move us toward a fair contract.



SOLIDARITY STARTS WITH A TEXT

You can make a difference! Want to help keep our coworkers informed, connected, and engaged throughout the bargaining process? Reach out to your Labor Rep or Executive Team to find out how you can get involved! Stronger communication. Stronger connections. Stronger solidarity. Let's keep our coworkers connected, one text at a time!

NEXT BARGAINING SESSION

Join us for our next bargaining session in two weeks on Wednesday, Oct. 28. Check-in with your bargaining team members as you can.



SOLIDARITY FOREVER

