Hello ONA RNs at PNMC:

**Providence Caregiver's Top Priorities Denied!**

Providence claims it’s committed to settling a contract by its expiration on Jan. 1st. However, ONA's RN bargaining teams across three Providence hospitals have met for thirteen negotiating sessions and proposed and received counterproposals. Yesterday, management informed us a few minutes before the scheduled start time that they would not have any proposals ready for us until mid-afternoon – we waited six hours before any negotiating began.

Providence has rejected nearly all of RNs' top priorities at every hospital. ONA's RN leadership has made it clear to Providence executives: As soon as the Northwest's largest health system provides a contract that appreciates the sacrifice of our members, we're prepared to bring it back to Newberg nurses and encourage a ‘Yes’ vote.

**Full proposals for both sides will soon be posted to the ONA PNMC Webpage.**

Here’s a quick summary of Providence’s current position on ONA members' top priorities:

- **Providence Denied Getting Wages Up to Market:** The employer has finally made an appreciable stride to wage parity with other Providence facilities, but management’s bargaining team said they believe “rural” nurses should be paid less than nurses in Portland. We don’t agree.

- **Providence Denied All Improvements to Health Care:** Providence is not interested in improving its benefits, which cost up to six times more annually than Kaiser.

- **Providence Denied All Increases to Paid Leave Time:** ONA's Providence RNs accrue as much as 50 hours less overall paid leave than OHSU, and Providence refuses to offer increases.

- **Providence Denied Most Differential Increases:** Providence proposes RN differentials near half of Oregon's major health systems (OHSU, St. Charles, etc)

- **Providence Denied Break RNs and Extra Shift Incentives:** Providence has so far refused to commit to break nurses, which is necessary to maintain ratios required by the new staffing law. They've also opposed all increases to emergent shift incentives and keep their extra shift incentive at less than half of OHSU.

Economics aside, we have secured meaningful improvements to working conditions across the hospital, including:

- New protections against excessive mandatory low census (annual cap of 176 hours and a per pay period cap of one basic workday).

- New protections on health, safety, and new technology.

- New protections against unfair discipline: All corrective actions will automatically be removed after two years, assuming no related infractions occur (corrective actions related to violations of nursing care are still subject to CNO decision).
• Clarifications to Article 10 - Floating that would protect the rights of nurses to avoid mandatory floating to take a patient assignment.
• Nurses will be able to trade shifts without having to use PTO.

Our next sessions are scheduled for December 21, January 11, and January 25.

**Full Bargaining Update Zoom Meetings:** Attend upcoming ONA bargaining update Zoom meetings to get the full update and learn how you can join 3,000 coworkers with nine open contracts who have unprecedented power to make historic changes at Providence.

- Friday, Dec 1 from 1930-2030. Register here: https://us06web.zoom.us/meeting/register/tZ0rf-Gtrz8iGt1dQe5u8XwWaa1po4vPvHfv
- Monday, Dec 4 from 1930-2030. Register here: https://us06web.zoom.us/meeting/register/tZAlduutpjoH9Ju7X-rICnCrkzEHCZGpMG4

In Solidarity,

**ONA PNMC Executive Committee**

Bargaining Unit Chair: Lisa Carey (SSU)
Bargaining Unit Vice Chair: Jeff Bonczkowski (ICU)
Secretary: Denise Arnold (Med/Surg)
Treasurer: Beth Lepire (Birth Center)
Bargaining Team: Whittney Harris (ED)
and ONA Labor Rep Gabriel Erbs