Providence Newberg Bargaining Update – Jan. 11, 2024

Time to Escalate: Contract Action Team Dinner

Interested in the Plan to Win? Whether you’ve volunteered to serve as a Contract Action Team member, or not, RSVP below to attend the upcoming CAT Dinner:

Thursday, January 25 from 5:30 - 8:30 p.m. (Drop-in!)
Abby's Pizza Newberg
RSVP:
https://docs.google.com/forms/d/e/1FAIpQLSsemkc2gsjq6ijiUHNz619NBeTzhq1CmHxeWye3YJxILyLN6w/viewform?usp=sf_link

Bargaining Update

We're nearing a month past our contract's expiration and are far from a deal that reflects Newberg RNs' priorities outlined in our bargaining surveys. With nine contracts and 3,000 caregivers, from doctors to nurses to midwives to RNs, now at the table, ONA caregiver bargaining is at its most critical phase in over two decades. Unfortunately, Providence's administration is stonewalling our ONA caregivers after increasing their CEO's pay by 94% over the past ten years – to almost $10 million annually. Still, Providence has not meaningfully improved its proposal on health benefits, wages, or staffing for nearly two months of negotiations.

Here's an update of Providence and ONA RNs' positions in bargaining from Dec. 4 - Jan. 30
• **No Movement on Wage Increases**: Providence’s wage proposal remains at almost half of Portland area nurses' increases each year with no movement since November 29.
• **No Improvements to Health Benefits**: Providence proposed no improvements to health benefits since negotiations began.
• **No Improvements to Extra Shift Incentives**: Despite being less than half of top-of-market Providence refuses any meaningful increase to extra shift incentives.
• **No Commitment to Add Staff to Cover Meals and Breaks**: No commitment to add hours and FTEs for meals and breaks since the beginning of bargaining.

There was some movement from Providence on differentials and staffing language, including small increases to the following differentials when compared to their previous proposal: Charge Nurse, Relief Charge, and Preceptor. Management agreed with some of our proposals to improve the way incentive shifts are offered. Lastly, the employer offered to increase compensation for regularly scheduled surgical services nurses who stay past their regularly scheduled shift time.

Read the [latest Side-By-Side](#) to understand what’s at stake as we gear up to escalate and leverage our power.

Lastly, we want to thank ED Bargaining Rep Whittney Harris for her service, and we wish her luck as she tends to family needs. We are excited to soon announce a new ED rep for the team!

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)  
and ONA Labor Rep Gabriel Erbs