Patients Can’t Afford Providence Falling farther behind!

OHSU already pays a few bucks more per hour and will give additional increases for 2023

Providence is on pace to make $20 BILLION from operations in 2022.

<table>
<thead>
<tr>
<th>2023 wages PNMC vs. PHRMH vs. OHSU (w/increase equal to inflation)</th>
<th>Wage rates</th>
<th>PNMC</th>
<th>PHRMH</th>
<th>OHSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Pay</td>
<td>$41.74</td>
<td>$46.66</td>
<td>$48.50</td>
<td></td>
</tr>
<tr>
<td>Year 5</td>
<td>$51.47</td>
<td>$54.46</td>
<td>$58.44</td>
<td></td>
</tr>
<tr>
<td>Year 10</td>
<td>$53.00</td>
<td>$57.86</td>
<td>$61.25</td>
<td></td>
</tr>
</tbody>
</table>

The difference between PNMC wages and OHSU wages for a .9 FTE nurse on step 10 will be approximately $15,444.00 annually.

<table>
<thead>
<tr>
<th>PNMC’s Top Step vs. PHRMH vs. Prov Wash</th>
<th>Wage rates</th>
<th>PNMC</th>
<th>PHRMH</th>
<th>Prov Wash Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 25</td>
<td>$60.25</td>
<td>$64.96</td>
<td>$70.98</td>
<td></td>
</tr>
<tr>
<td>Top Step</td>
<td>Nothing higher</td>
<td>$67.27</td>
<td>$80.36</td>
<td></td>
</tr>
</tbody>
</table>

Upcoming Union Meetings - Dec. 20

Two union meetings to get information noon to 2:00 p.m. and 6:00 to 8:00 p.m.

Come get information and updates about our union’s efforts to update our Appendix A Wages and differential article at the Dec. 20 union meetings in the Dundee Conference Room at PNMC.

Meeting times: noon to 2:00 p.m. and 6:00 p.m. to 8:00 p.m.

Food and drinks will be provided.

✓ Know your rights to staffing, pay rates, and other key priorities.
✓ Learn how to request vital information and address contract violations by attending trainings.
✓ Get necessary information for your unit as we come together to improve our contract.

Continued on page 2
Upcoming Union Meetings - December 20

Contact your ONA leadership team if you have questions or are willing to help make sure nurses on your unit are getting updates about Nurses Uniting to Raise Standards.

Executive Committee

- **Bargaining Unit Chair:** Lisa Carey (SSU)
- **Bargaining Unit Vice-Chair:** Jeff Bonczkowski (ICU)
- **Secretary:** Denise Arnold (Med/Surg)
- **Treasurer:** Beth Lepire (TBC)
- **Unit Rep:** Miklyn Perdue (ED)
- **Unit Rep:** Meagan Snodderly (ED)
- **Labor Rep:** Timothy Welp;
  
  *email:* welp@OregonRN.org
  *phone:* (503) 748-9768

Staffing Crisis

Across the state, nurses are under enormous pressure due to a decades-long staffing crisis. As the Oregon Nurses Association looks to push forward legislation to address the core causes of the staffing crisis, we need YOUR stories. Please take a moment to fill out this form with examples of how unsafe staffing has impacted you, your patients, and your profession.

Are you experiencing burnout from unsafe staffing? Have staffing levels impacted your ability to provide the best care to your patients?

Do you have examples of when management has asked you to take on an unsafe patient assignment due to staff shortages?

YOUR stories will help ONA explain this crisis to elected officials and the general public – and are crucial to our work to address the staffing crisis!

Scan the QR code below to share your story to help legislators understand what nurses and patients are going through. Together we can strengthen the Oregon Nurse Staffing Law.

Say No to a contract extension

Reasons ONA nurses at PNMC should not extend our current contract another year or 18 months

- PTO Contract language needs to be updated due to Paid Family Medical Leave beginning in September 2023, nurses recently have had real struggles getting vacation plans approved.

- Nurse staffing language (Article 11) doesn’t protect nurses from dangerous staffing assignments, this puts patients at risk.

- Health insurance benefits are significantly higher for Providence Nurses compared to nurses from other health care systems.

- Plus many other issues big and small.