Lack of Response

*Providence Administration is silent on a meaningful wage proposal.*

On Jan. 19, the PNMC ONA executive officers met with the PNMC administration for a clarifying conversation about updating Appendix A - Wages.

On Jan. 11, the union shared a market-based wage and differential proposal (Appendix A).

Our leadership team was hopeful that PNMC would be willing to continue working toward an updated wage scale since there has long been an agreement between the union and management that the wage scale needs to be increased to retain nurses and help recruit nurses who will stay at PNMC.

Management did not provide an updated proposal leaving their first and only proposal with below-market raises and an 18-month extension to our current contract.

The ONA leadership team shared that they could not agree to a contract extension that would lock nurses into a subpar contract and would instead begin preparations to bargain a full reopener hopefully starting in June/July of this year.

Our executive officers outlined some of the areas that cannot wait 29 more months (July 2025) to be bargained, including:

- **Safe Staffing** minimums, break nurses, stronger UBSC language.
- **Functional PTO** language so that nurses can take time away for self-care.
- **Affordable Health Benefits** (Providence rates are way above market standards).
- **Market wages** (now and in the future) including differentials.
- A meaningful **Low Census Cap**.
- **Paid Leave Oregon** Benefits tax of 0.6%, duration, and topping off leave benefits.

*Continued on Page 2*
The current wage gap for PNMC nurses excluding differentials and other monetary incentives

<table>
<thead>
<tr>
<th>Step on Wage Scale</th>
<th>PNMC</th>
<th>Prov St. Vincent</th>
<th>Kaiser</th>
<th>Market Difference for 0.9 FTE at PNMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>$44.53</td>
<td>$48.32</td>
<td>$50.92</td>
<td>$11,962.08</td>
</tr>
<tr>
<td>Year 5</td>
<td>$51.47</td>
<td>$54.80</td>
<td>$58.18</td>
<td>$12,561.12</td>
</tr>
<tr>
<td>Year 10</td>
<td>$53.00</td>
<td>$58.72</td>
<td>$66.50</td>
<td>$25,272.00</td>
</tr>
<tr>
<td>Top (year 25)</td>
<td>$60.25</td>
<td>$66.65</td>
<td>$70.03</td>
<td>$18,308.16</td>
</tr>
</tbody>
</table>

The union’s position is that nurses who work at PNMC deserve market-based wages now and in future contracts. After more than a year of advocating for Providence to recognize and value nurses who have worked through historic challenges, the officers of our union are committed to engaging in meaningful bargaining to address a range of significant issues that make nursing at PMNC harder than it should be.

We will continue to look for productive ways to support nurses and patients during these very difficult times.

**Membership Meetings**

Virtual union membership meetings will be held on February 1 from 5:30 to 6:30 p.m. and from 8:00 to 9:00 p.m. Please join the discussion.

https://us06web.zoom.us/j/83868724868?pwd=aHlIMVM2SnBIZ2M3dGVNL1VnWGJmdz09

Meeting ID: 838 6872 4868

Passcode: 312870

**Nurse Staffing: Share Your Story**

Your stories about unsafe staffing will help move hearts and minds of lawmakers so we can pass new laws to raise staffing standards at healthcare facilities across Oregon. Take a few minutes to write down your story and submit it to www.oregonrn.org/nursingstories