ONA Initial Proposal 10/20/26. The Union reserves the right to add, remove, delete, withdraw or otherwise modify this proposal at any time during these negotiations.

## ARTICLE 1 - RECOGNITION

**A. Recognition.** Providence Portland Medical Center (referred to as "Medical Center") recognizes Oregon Nurses Association (referred to as "Union") as the collective bargaining representative with respect to rates of pay, hours of work and other conditions of employment for a bargaining unit composed of all Social Worker LCSW, Senior Social Worker LCSW, Social Worker BSW, Social Worker MSW, Senior Social Worker MSW, Social Worker CSWA, Clinical Pharmacist, Senior Clinical Pharmacist, Clinical Pharmacy Specialist, Lead Clinical Pharmacist, Dietician, Senior Dietician, Lead Dietician, Occupational Therapist, Lead Occupational Therapist, Physical Therapist, Lead Physical Therapist, Medical Laboratory Scientist, Associate Medical Laboratory Scientist, Lead Medical Laboratory Scientist, Senior Medical Laboratory Scientist, Speech Language Pathologist, Speech Pathologist Lead, Chaplain, Crisis Intervention Specialist, Medical Physicist, Senior Medical Physicist, Dosimetrist, Exercise Physiologist, Lead Exercise Physiologist, Licensed Professional Counselor, Substance Abuse Counselor, Certified Music Therapist, Lead Rehabilitation Services, Care Manager BSW, Mental Health Counselor Bachelors, and Mental Health Therapist LMFT employed by the Medical Center at its acute facility located at 4805 Northeast Glisan Street, Portland, Oregon, and Physical Therapists, Lead Physical Therapists, Occupational Therapists, and Speech Language Pathologists employed at the Medical Center at its Providence Children's Development Clinic located at 830 NE 47th Ave., Portland, Oregon and excluding all physicians, registered nurses, business office clerical caregivers, skilled maintenance caregivers, technical caregivers, non-professional caregivers,.

**B.** confidential caregivers, managers, all other caregivers, and supervisors and guards as defined in the National Labor Relations Act. New professional classifications with duties and responsibilities materially similar to existing bargaining unit classifications shall be included in the bargaining unit, subject to the exclusions in this Article. Employees in bargaining unit classifications who are relocated to PPMC-affiliated on-campus clinics shall remain in the bargaining unit.

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