



Providence Techs

BARGAINING UPDATE #2

October 14, 2026

**Differentials, big win on CST
clinical laddering, and many
counters!**

Our bargaining team met with
Providence on 10/13 to share our
proposals on differentials, and to hear
their responses on fourteen proposals
from the first bargaining session.

See ALL Proposals Here:

PHRMH:



PWFMC:



PPMC:



Bargaining Team Members

PORTLAND:

**Matt Street, Ultrasound
Laura Hall, Respiratory
Cari Piercy, Respiratory
Rebecca Saunders, Echo
Nathan Johnson, CT
Stacey Heiser, Surgery
Max Scothorn, Radiation
Therapist**

WILLAMETTE FALLS:

**Tory Eschweiler, Surgical
Ginger Quirke, Echo
Robin Sutherland, CT
Julia Fox, X-ray
Phil Knoppenhafer,
Surgical**

HOOD RIVER:

**Erika Taylor, Respiratory
Dagmar Gardner, Surgical
Erin Hinton, Respiratory**

Our Proposed Differentials

Differential	Current Practice	Our Proposal
Lead/Tech in Charge	\$3/hour	\$4/hour
Preceptor	PPMC/PHR: \$2.50/hour PWF: \$1.00/hour	\$3.25/hour
Evening	\$2.75/hour	\$3.00/hour
Night	\$4.50/hour	\$10/hour
Bilingual Certification Pay	1-time Certification Pay; \$150	1-time Certification Pay; \$150
Extra Shift	PWF: \$100 for vacant shifts within 48 hours PHR: 1.5x/hourly rate	\$20/hour
Certification	None	\$3.00/hour
Per Diem in Lieu of Benefits	14% of Base Rate	14% of Base Rate
Call-back	PPMC/PWF: 1.5x/hourly rate	1.5x hourly rate for all hours worked; 4 hour minimum
Holiday Call-back	None	2x for all hours worked; 4 hour minimum

Differentials To Come

Differential	Current Practice	Our Proposal
Weekend	None	TBD!
Standby	PPMC: \$8.50/hour PWF/PHR: \$8.00/hour	TBD!
Clinical Laddering	Variable, depending on position and experience	TBD!

Your bargaining team said...

I've precepted 9 students, 8 of whom stayed with Providence. **We've been doing this because someone did it for us, but it's disheartening to know that we're not being compensated fairly, because it's a tremendous amount of work. And we don't want to loose new grads because it's not competitive to work here.**" -Rebecca, Echo, PPMC

"I'm the only Providence staff technologist on weekends, because there's no incentives. We're so backlogged that we're doing regular week work, plus hospital work, and the ER work with only me and three travelers. **When I can't make my shift, outpatient shuts down.**" -Nathan, CT, PPMC

CST Clinical Laddering & Counter Proposals

CST Clinical Laddering

This summer, Certified Scrub Techs (CSTs) learned that they'd finally receive the clinical laddering increase they spent years advocating for! But there was a catch: this increase was only for CSTs at non-unionized facilities.

CSTs at PPMC, PWFMC, and PHRMH recognized that this wasn't fair, and launched a petition to ensure that all CSTs would receive the same clinical laddering differential. **Today, Providence agreed, and will be drafting up a side letter agreement to make all clinical laddering differentials the same!**

Counter Proposals

Providence offered counter proposals on 14 proposals that we introduced at our first bargaining session, including language about holidays, union membership, floating to other facilities, and leaves of absence. We'll share more when our bargaining team has time to read through all of Providence's counters, and can offer thoughtful response.

**Next Bargaining Session: November 2, 9am-1pm
Observe via Zoom or in-person at Providence
Willamette Falls Community Center!**