No Counterproposals to ONA RN’s Top Priorities

15 Bargaining Sessions and no counterproposal to ONA RN’s Top Priorities!

ONA’s RN leadership volunteers our time to negotiate with Providence. Multiple RNs across three bargaining units in Oregon have met with Providence administration for thirteen negotiating sessions. ONA RNs work below market at the point of care for Prov’s sickest patients through three years of a pandemic with multiple patient surges. Providence, a $20 billion operation with a chief executive making over $10 million per year, has yet to make a single proposal on staffing ratios, paid leave time, health benefits, or pay increases. They have provided the following four proposals without explanation including hours of work, employment status, union business, and no strike with no significant movement in any of the proposals.

ONA RNs filled out a majority of our bargaining surveys months ago and our elected RN leadership team has volunteered hours of their time to prepare priorities and craft multiple bargaining proposals that reflect our sacrifice during a once in a century pandemic. Meanwhile, we’re a month past our contracts’ expirations, and Providence executives have failed to appropriately resource negotiations, and failed to make a single counterproposal to any of our members’ top bargaining priorities. Our negotiating teams are unanimously calling for escalated action onsite that shows Providence our nurses and patients are tired of being ignored.

Our next negotiation session is Feb. 10.

Review the Bargaining Minutes at the link below:

Let’s Pack the Room

Pizza Party & Picket Prep - Feb. 22 from 11 a.m. to 1 p.m.

ONA’s nurse leadership across three Providence bargaining units are unified around achieving the priorities our 2,000 RNs from Portland to Seaside established at the outset of negotiations. We remain committed to the following:

♦ Nurse to Patient Staffing Ratios: Each RNs’ maximum patient assignment must be safe during every shift and not increase during meals and breaks.

♦ Top of Market Wages: Our RNs are as much as $16 per hour behind comparable nurses in the Northwest region and it must be addressed.

♦ Fully Paid Medical Leave: Fully paid medical leaves (not 2/3s like Sedgwick), available right away, increased by the value of around 120 hours per year.

♦ Accessible and Equitable Health Benefits: Significant reductions to deductibles, out of pocket max, and increased accessibility to mental health care.

Our power is in our numbers and the irreplaceable value of the work our nurses perform. It’s why we’re calling every RN to attend our upcoming pizza party to kick off our picket plan!

Pizza Party & Picket Prep
Feb 22
11:00 a.m. - 1:00 p.m.
Click the link below to RSVP
https://docs.google.com/forms/d/e/1FAIpQLScserHnoHmxbcez1JwFBqGD65CgWRV7n-eCjIjqoC6NoCk_Xw/viewform
**Team Nursing Model**

**50% Increase in RN Patient Assignment**

**Providence’s Team Nursing Model Threatens to INCREASE RN’s Patient Assignments by 50% or More.**

Providence executive leadership is exploring a new team nursing model. The CNO at Prov Newberg recently rolled out an overview of their team nursing model during a virtual meeting, and it included up to 50% increases in nurse-to-patient assignments.

The model includes the following:

- **1:6 RN to Patient Assignments** for Med-Surg days.
- **1:7 RN to Patient Assignments** for Med-Surg nights.
- RNs delegating to uncertified staff.
- CNAs replaced by uncertified staff.

ONA’s Safe Staffing Campaign establishes nurse to patient ratios maintained through meals and breaks and steep penalties for violations.

Please see the table below for a quick overview of our maximum patient assignments based on acuity:

<table>
<thead>
<tr>
<th>Cluster/Unit</th>
<th>RN to Patient Ratios</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Care</td>
<td>1:1 or 1:2</td>
</tr>
<tr>
<td>OR</td>
<td>1:1</td>
</tr>
<tr>
<td>PACU</td>
<td>1:1 or 1:2</td>
</tr>
<tr>
<td>Women Maternal Child</td>
<td>1:1 or 1:2</td>
</tr>
<tr>
<td>Acute Care/Med Surg</td>
<td>1:4</td>
</tr>
<tr>
<td>Emergency Department</td>
<td>1:1, 1:2, or 1:3</td>
</tr>
</tbody>
</table>

There will be hearings on [HB 2697](https://olis.oregonlegislature.gov/liz/2023R1/Measures/Overview/HB2697) later this month in Salem.

Register for the Monday, Feb. 27 hearing: [https://www.oregonrn.org/event/20230227leghearing](https://www.oregonrn.org/event/20230227leghearing)

Register for the Tuesday, Feb. 28 hearing: [https://www.oregonrn.org/event/20230128leghearing](https://www.oregonrn.org/event/20230128leghearing)

If you are unable to attend, they will be live-streamed and available for viewing afterwards.

**Our Voices are our Power**

ONA’s RNs formed a union to make democratic decisions together and gain power by using our voices to improve patient care and our working conditions. It means every member having an unfettered ability to advocate for improvements in their workplace is fundamental to our role as a union. Unfortunately, multi-billion-dollar health care corporations frequently use intimidation, retaliation, and unfair treatment to interfere with our efforts to improve standards for nurses and patients. Using fear and intimidation in response to union activity is illegal. Our elected RN leadership is invested in standing with every ONA RN in every Providence facility.

To be clear, ONA is a 15,000-caregiver union and is the most democratic and powerful in Oregon. Our nurse leadership will fight to ensure every RN is completely capable of advocating for each other and our patients. If you’re experiencing intimidation or retaliation reach out to a steward or union officer so we can support every RN because our nurses and our patients are too important to not use their voices at work!

We share our RNs frustration with the pace of negotiations and are urging Providence to expediently respond to our priorities.