PPMC Bargaining Update – April 4, 2023

Our worksite power and action are making an impact as Prov moves on year 1 raises after unprecedented PPMC worksite action!

About 1,300 PPMC RNs who work at the point of care in Providence’s riskiest healthcare setting for our community’s most vulnerable members are heading to the informational picket line. We’ve persevered through administrative failures that resulted in Oregon’s largest in-hospital COVID outbreak and continue to work without sick leave banks next to temporary nurses who make nearly twice our hourly rate of pay.

Our unprecedented worksite participation is making an impact. After ONA members pledged 80% support for our upcoming info picket, showed up en masse for our unity breaks, and talked of moving to a strike on hospital floors, Providence finally made real progress year one raises.

While we welcome the movement, Providence needs to do much more for year 2 and 3 raises, differentials/call pay, health benefits, staffing, and Paid Leave Time.

Today our union presented 10 proposals, aiming to tie up our non-economic contract language so we can focus on our major priorities. PPMC came back in the late afternoon and responded on wages, seniority, and standby, and they tentatively agreed on our proposal for a new article on Health & Safety. While the wage proposal included significant movement, $5-$6/hour increases upon ratification for all ONA members, they made no movement on standby, a major priority, particularly for surgical services nurses. View PPMC’s wage counter.

Here’s an overview of our progress during following today’s negotiations:

- **Up to 14% Raise in Yr. 1:** Providence proposed wage increases from $5.00 - $6.08 per hour - most steps receive between 11%-14% per hour upon ratification (Gets us close to St. Vincent).
- **2.5% Raise in Yr. 2:** 2.5% across the board raise Jan. 1, 2024, which is only two thirds St. Vincent’s total increase in year 2.
- **3% Raise in Yr. 3:** 3% across the board raise Jan. 1, 2025, which is still around half the rate of inflation.
- **Staffing:** No new proposals on staffing, including no commitment to RN to patient ratios, break nurses, or penalty pay for working short.
- **No Increase to Paid Leave Time:** No increase to paid leave bank keeping Providence Portland significantly below Kaiser, OHSU, and St. Vincent for total paid leave hours.
- **No Improvement to Health Benefits:** No changes to health benefits, which continues to force PPMC RNs to pay $1,000’s more than Kaiser nurses each year.
What we’re doing is working, and we need to keep up the pressure! Our work is not done. The next few weeks will be critical to determining what kind of progress we make on our remaining priorities. We can do this, but we all need to do this together. Read the bargaining minutes.

ALL HANDS ON DECK

Info Picket: Tuesday, April 11, 4:30-6:30 p.m.

Our unity, strength in numbers, and commitment over the next several weeks will determine our workplace standards over the next three years! Share the flier.

Unity Breaks:  
Night shift - April 5, 11 p.m.-1 a.m. - Fountain Cafe  
Day Shift - April 6, 11 a.m.-1 p.m. - HCC 1

Info Picket Sign Making at ONA Office: Saturday, April 8, 11 a.m.

Lunch will be provided and come prepared to tell Seth what you want on the picket playlist. Location: 18765 SW Boones Ferry Rd #200, Tualatin, OR 97062