Hello PPMC nurses,

Our RN bargaining team went back to the negotiating table on Wednesday, April 19. ONA’s PPMC RNs provided powerful leverage for negotiations after hundreds of nurses, community leaders, and elected leaders united for an informational picket to demand Oregon’s largest health care system become its best for caregivers and patients.

**Our advocacy is making a difference: Providence leadership commits to safer patient assignments by no longer requiring RNs to float out of cluster!**
After months of our bargaining team advocating for safe patient assignments by not forcing RNs to accept an assignment for patient populations they’re not familiar with, Providence agreed to not force RNs to float outside of their clusters.

ONA and Providence re-established the following clusters:

- Med/Surg
- Emergency Department
- Critical Care
- Mental Health
- Surgical Services
- Maternity/NICU

**ONA Counter proposed Paid Leave Time and Health Benefits!**
Our nurse bargaining team also emphasized that Providence is the second largest employer in Oregon, the largest health care system in the Northwest, and one of the largest healthcare systems in the country generating over $20 billion per year in annual revenue.

PPMC RNs’ contract is now four months past expiration and our negotiating team emphasized the need to offer competitive paid leave after Providence eliminated EIT, is well behind market competitors for total paid leave accruals, and does not offer immediately available sick leave pay forcing RNs to burn through PTO from work-related illnesses.
Here’s a quick overview of how our total paid leave compares to Kaiser nurses per our discussions with management during April 19 negotiations:

<table>
<thead>
<tr>
<th>Year</th>
<th>Providence Portland Total Paid Leave (Only leave bank is PTO)</th>
<th>Kaiser Fully Paid Leave (Includes vacation, sick time, holidays, and flex days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>200 hrs.</td>
<td>275 hrs.</td>
</tr>
<tr>
<td>Year 5</td>
<td>240 hrs.</td>
<td>311 hrs.</td>
</tr>
<tr>
<td>Year 10</td>
<td>264 hrs.</td>
<td>347 hrs.</td>
</tr>
<tr>
<td>Year 15</td>
<td>280 hrs.</td>
<td>347 hrs.</td>
</tr>
</tbody>
</table>

Even when compared to smaller, regional health systems with substantially fewer resources, Providence routinely ranks near the bottom, especially for our most experienced RNs.

### Total Annual PTO Accrual (Total Hours)

<table>
<thead>
<tr>
<th></th>
<th>.9 FTE (12 hour shifts)</th>
<th>1.0 FTE (8/10 hour shifts)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PPMC</td>
<td>Market* Avg</td>
</tr>
<tr>
<td>Two Years</td>
<td>188</td>
<td>197.8</td>
</tr>
<tr>
<td>Six Years</td>
<td>224</td>
<td>232</td>
</tr>
<tr>
<td>Nine Years</td>
<td>224</td>
<td>242.8</td>
</tr>
<tr>
<td>15 Years</td>
<td>260</td>
<td>278.3</td>
</tr>
<tr>
<td>20+ Years</td>
<td>260</td>
<td>286.7</td>
</tr>
</tbody>
</table>

*"Market" are other NW Oregon Hospitals with PTO only, no sick leave, no EIT.  *
* PeaceHealth Riverbend, Tuality/OHSU Hillsboro, Columbia Memorial Hospital, Mid-Columbia Medical Center, McKenzie Willamette, Samaritan Albany  
PTO includes vacation, sick leave, and holiday hours

**Quality & Affordable Health Benefits Remain a Priority**  
Providence is one of Oregon’s largest coordinated care organizations with over two hundred clinics, **more than 600,000 Oregonians on their health plans accounting for $2 billion in annual revenue**, and numerous contracts with clinicians available to provide affordable and accessible care.

Our RN bargaining team again emphasized their health benefit plans are not competitive and cost thousands more per year than union competitors. We proposed fundamental improvements to all of Providence’s health benefit plans that would make Providence competitive with other regional health systems’ unionized nurses.
Here’s an overview of how our health plans compare to other unionized health systems’ family health plans in the Portland metro region:

- Providence’s Individual HRA Plan costs up to $1,550 more per year than Kaiser.
- Providence’s Family HRA Plan costs up to $5,000 more per year than Kaiser.

Read the Bargaining Minutes

Next Steps - Strike Education/Empowerment Drop-ins
Learn about the history of powerful healthcare worker strikes, their ability to dramatically improve contract standards, and your rights and legal protections when preparing for and engaging in a strike. It’s also time to give our bargaining team feedback about your remaining priorities. You’ll leave with next steps in our union’s process for a strike authorization vote.

Our union’s power comes from our members and the irreplaceable care we all provide, be sure to drop in, join together and be on a path to make an informed group decision.

April 25 – 7:30 a.m.-3:30 p.m. PPMC - HCC 2 & 3
April 26 – 10:00 a.m.-6:30 p.m. PPMC - HCC 1
April 29 – 7:30 a.m.-3:30 p.m. PPMC - HCC 8
May 5 – 7:30 a.m.-3:30 p.m. PPMC Cancer Center A & B
May 6 – 7:30 a.m.-7:00 p.m. PPMC Cancer Center A & B

Informational sessions will begin every 30 minutes at the top and bottom of the hour (7:30 a.m., 8:00 a.m., 8:30 a.m., etc.).

STAND WITH NURSES Fighting for a fair contract at Providence