

What's At Stake?

Wages, Differential, and PTO

Topic	ONA Proposal	Providence Proposal	At Stake
Contract Duration	<ul style="list-style-type: none">2 yr contract	<ul style="list-style-type: none">3 yr contract	<ul style="list-style-type: none">Common Contract Expiration & Alignment
YR. 1 Raises	<ul style="list-style-type: none">PPMC Proposal for year 1 Steps 1-22Added steps 23 - 29Step 30 at \$82.11	<ul style="list-style-type: none">System Leading Wages at 11.4% Average Increase in Year 1No Additional StepsStep 30 at \$79.33 vs. OHSU \$83.06	<ul style="list-style-type: none">Approximate Pay Parity at Steps 25 and above and filling in “ghost steps” with no raises year 22-24 and 25-30
YR. 2 Raise	<ul style="list-style-type: none">5.5% raise	<ul style="list-style-type: none">4% raise	<ul style="list-style-type: none">Wages that nearly keep up with OHSU RN’s 6% raise
YR. 3 Raise	<ul style="list-style-type: none">No third year proposed - Contract would expire 1/1/27	<ul style="list-style-type: none">4% on 1/1/27	<ul style="list-style-type: none">Knocking PPMC out of contract alignment with other Prov Caregivers
Night Diff	<ul style="list-style-type: none">\$10 Entry\$12 After 2 yrs	<ul style="list-style-type: none">\$10, up from \$6.50	<ul style="list-style-type: none">Recognition for differences in skill/experience
Extra Shift	<ul style="list-style-type: none">\$40.00 per hourEligibility per weekly hours	<ul style="list-style-type: none">\$20/hour	<ul style="list-style-type: none">OHSU is top of market with \$46/hr CNI
Standby	<ul style="list-style-type: none">\$10.00 per hr.\$16/hr for excessive & short notice Standby	<ul style="list-style-type: none">\$8.00 per hr.No incentives for excessive/short notice	<ul style="list-style-type: none">Prov Standby remains among the lowest in the region
Per Diem Diff	<ul style="list-style-type: none">10% and 15% after 30 years	<ul style="list-style-type: none">\$5.00/hr & \$6.00/hr after 30 years	<ul style="list-style-type: none">Current differential doesn’t even cover cost of PTO
Preceptor Diff	<ul style="list-style-type: none">\$3.50/hrApplies when precepting students	<ul style="list-style-type: none">\$3.25/hr, current application criteria	<ul style="list-style-type: none">\$0.25/hr and application
Float Pool Differential	<ul style="list-style-type: none">\$7.00/hr	<ul style="list-style-type: none">\$3/hr	<ul style="list-style-type: none">OHSU has metro area standard at \$9.00/hr
Additional PTO	<ul style="list-style-type: none">Add 24 hrs. PTO accrual each yr. (down from original proposal for 36 hrs)	<ul style="list-style-type: none">No Change to current contract	<ul style="list-style-type: none">Providence PTO Benefits are lowest of any metro area union system, as well as Legacy

*As of 12/21/24 Mediation Proposals

Staffing

Topic	ONA Proposal	Providence Proposal	At Stake
Staffing Ratios for Units with Statutory Ratios	<ul style="list-style-type: none"> Restore reasonable ratios on units where patient assignments have been increased 	<ul style="list-style-type: none"> No ratios - Maintain increased patient assignments on many specialty units 	<ul style="list-style-type: none"> Quality Patient Care Caregiver Satisfaction Constant Turnover & Precepting
Staffing Committee Authority over Plans	<ul style="list-style-type: none"> Consistent with OHA Enforcement, Staffing Plan must be approved by HNSC 	<ul style="list-style-type: none"> Finally, for the first time, allows HNSC to consider some 3:1 ratios/assignments for med/surg units 	<ul style="list-style-type: none"> Still does not include acuity/intensity or staffing grids
Enforceable Staffing based on Acuity & Intensity	<ul style="list-style-type: none"> Acuity Included in Staffing Plans Staffing Levels According to Acuity 	<ul style="list-style-type: none"> Acuity not included in staffing plans EMR Acuity as single tool 	<ul style="list-style-type: none"> Sustainable & Enforceable staffing levels rather than a constant battle over resources
Break Relief RNs	<ul style="list-style-type: none"> Defines Break Relief Positions No Units Sharing Break relief Delegates Authority to UBC 	<ul style="list-style-type: none"> Allows Break RNs to have patient assignments Shared Break RNs 	<ul style="list-style-type: none"> Establishing Safe & RN Led/Unit Based Solutions to Break Coverage

Health Benefits

Topic	ONA Proposal	Providence Proposal	At Stake
Individual Health Benefits	<ul style="list-style-type: none"> \$450 deductible \$800 Out of Pocket Maximum 	<ul style="list-style-type: none"> \$1150 Deductible \$3300 Out of Pocket Maximum 	<ul style="list-style-type: none"> Plan remains at the bottom of the market for Metro HC workers
Family Health Benefits	<ul style="list-style-type: none"> \$900 Deductible \$1600 Out of Pocket Maximum 	<ul style="list-style-type: none"> \$2300 Deductible \$6600 Out of Pocket Maximum 	<ul style="list-style-type: none"> Plan remains at the bottom of the market for Metro HC workers
Additional Health Benefit Changes	<ul style="list-style-type: none"> End spousal surcharge Provide Opt-Out Incentive. Offsets Aetna Changes 	<ul style="list-style-type: none"> No Counter proposal on health benefits 	<ul style="list-style-type: none"> Makes plan affordable for families who depend on Prov's HC Coverage
OR			
Aetna/CVS Impact Fund	<ul style="list-style-type: none"> Fund to mitigate additional out of pocket expenses for drug copays, out of network expenses and changes due to switch to Aetna 	<ul style="list-style-type: none"> No Proposal 	<ul style="list-style-type: none"> Additional support for disruptive plan changes

Our power to win on top priorities is based on our unity, commitment, and our irreplaceable work.