

On our 26th day on strike, after nearly a week of intensive bargaining and mediation with Providence, our bargaining team has made the difficult decision to recommend a tentative agreement with PPMC for a ratification vote. **Providence has told our bargaining team that this proposal is the most they will offer at this time, and they believe it will be acceptable to our membership. Our bargaining team believes that our members must weigh in with a formal vote for the process to move forward.**

As a democratic organization, we rely upon feedback and guidance from our members at critical times, and this is one of those times. We have not achieved all of our priorities in the tentative agreement that we're putting forward. However, after consultation with other bargaining teams at other Providence hospitals, the consensus opinion is that a membership vote is the best way forward.

Providence nurses across PPMC and workers across the system have demonstrated incredible and unprecedented unity throughout our 26 day (and counting) strike. And that continued unity in action will determine our path forward as a union, either with or without a settled contract agreement. Our strike will continue while our ratification vote is conducted.

Here is a summary of the changes in our tentative agreement:

Tentative Agreement Summary	
Wages	2025 - 11% increases
	2026 - 4% & fill in "ghost steps" (22-30) on wage scale
	2027 - 4%
Healthcare	Benefit Navigator & Healthcare Workgroup Side Letter
Staffing	Side Letter on Staffing including commitments to explore universal acuity tool and establishing criteria for 1:3 assignments on specialty units.
PTO	No change
Contract Alignment	No alignment – 3-year contract for PPMC. Contract expirations remain unchanged at other Providence ministries.
Additional Economic Changes	Retention Bonus of \$2500 for 0.9 FTE and prorated by FTE - 1 year after ratification.
	Raise Standby Rate for Low Census Standby to \$8/hr
	Evening Shift Differential - \$3.00/hr
	NOC Shift Differential \$10.00/hr
	Per Diem Differential \$5.00/hr
	Preceptor Differential \$3.25/hr
	Float Pool Differential \$3.00/hr

Contract Language Improvements	"Grieve to Organize" contract language requiring enough PTO availability to ensure staff can use annual accrual
	Requires transparency with UBC over available PTO
	1 hr at base pay as penalty for each missed rest or meal period - by end of shift attestation
	Updated Workplace Safety Language including access to PMAB trainings
	Job postings for vacant positions and patterns must be posted via email
	Allow for second meal period to be waived for 16-hour shifts
"Housekeeping" Language Changes	Clarified ONA Rep can present at New Employee Orientation
	Clarified Language regarding Sedgwick, Short Term Disability, and Oregon Paid Leave
	Clarified application of 3-Hour Minimum for Low Census Standby
	Clarified no-strike clause only applies to nurses covered by agreement
	Included MLK as Winter Holiday for Per Diem Staff
	Establish Maternity Float Pool
	Updated process for seniority list posting

And the revised wage scale:

Revised Wage Scale			
	2025	2026	2027
Resident	\$55.67	\$57.90	\$60.21
1	\$58.07	\$60.39	\$62.81
2	\$60.22	\$62.63	\$65.13
3	\$62.17	\$64.66	\$67.24
4	\$62.88	\$65.40	\$68.01
5	\$65.32	\$67.93	\$70.65
6	\$66.43	\$69.09	\$71.85
7	\$67.02	\$69.70	\$72.49
8	\$67.69	\$70.40	\$73.21
9	\$68.24	\$70.97	\$73.81
10	\$68.82	\$71.57	\$74.44
11	\$69.43	\$72.21	\$75.10
12	\$70.14	\$72.95	\$75.86
13	\$70.69	\$73.52	\$76.46
14	\$71.37	\$74.22	\$77.19

15	\$71.96	\$74.84	\$77.83
16	\$72.62	\$75.52	\$78.55
17	\$73.19	\$76.12	\$79.16
18	\$73.92	\$76.88	\$79.95
19	\$74.60	\$77.58	\$80.69
20	\$75.60	\$78.62	\$81.77
21	\$76.63	\$79.70	\$82.88
22	\$77.35	\$80.44	\$83.66
23		\$81.12	\$84.37
24		\$81.81	\$85.08
25	\$79.33	\$82.50	\$85.80
26		\$82.90	\$86.21
27		\$83.30	\$86.63
28		\$83.70	\$87.04
29		\$84.10	\$87.46
30	\$81.25	\$84.50	\$87.88