Providence Portland Bargaining Update – June 5, 2023

Additional Bargaining Scheduled

Following our notification to Providence of our three near-unanimous strike authorization votes, Providence and ONA have scheduled a bargaining session for all three units that have authorized a strike, PPMC, Providence Seaside Hospital, and Providence Home Health and Hospice. Bargaining will occur on Wednesday, June 7, and we’ll of course keep folks updated following the session. We are also scheduled to bargain on June 13 at PPMC.

PPMC’s Latest Proposal leaves behind those who have given the most to PPMC

Less than 15% of ONA RNs have more than 20 years of experience at PPMC and less than 100 RNs have 25 years or more. Their experience on their units is invaluable and irreplaceable, yet, based on PPMCs latest proposal, those RNs remain considerably behind the market on wages and PTO.

<table>
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<tr>
<th>Years Experience</th>
<th>Wage Disparity*</th>
<th>Paid Time Off Disparity**</th>
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<tbody>
<tr>
<td>15 Years</td>
<td>-$1,385</td>
<td>18-29 Hours less per year</td>
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<tr>
<td>20 Years</td>
<td>-$1,273</td>
<td>27-40 Hours less per year</td>
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<tr>
<td>25 Years</td>
<td>-$4,436</td>
<td>27-40 Hours less per year</td>
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<tr>
<td>30 Years</td>
<td>-$7,506</td>
<td>27-40 Hours less per year</td>
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*Annual estimate based on 0.9 FTE and comparing recent PPMC proposal to OHSU proposal
**Annual difference as compared with other ONA represented NW Oregon hospitals with a comparable PTO structure – used for vacation, holidays, and sick leave

PPMC can’t afford any additional “brain drain” from failing to retain these nurses, and it’s time that Providence reciprocates the commitment these nurses have shown to Providence and our community.
Additional Unfair Labor Practice Filed

Rather than spending their time addressing the urgent priorities of nurses and other caregivers, Providence management has been focused on interfering with nurses’ right to organize and take collective action. PPMC Managers have been routinely sweeping ONA flyers from the workplace, including in break rooms; and, last week, PPMC changed the locks to the ONA office on the 7th floor of Prov Hall, barring us from accessing our materials stored in the space. This follows PPMC’s outrageous claims that providing such office space violates federal law and their insistence that our elected leadership vacate the office and remove all materials, without discussion and without bargaining over the issue. ONA and PPMC have had a longstanding practice of allowing elected nurse leadership to use the office space in Prov Hall, and our union’s attorney provided detailed notice of the provisions of the law that allow such use. This morning, ONA filed an additional unfair labor practice (ULP) charge with the National Labor Relations Board following Providence’s unlawful interference and unilateral change.

Strike Prep Meetings

We’ve modified our schedule for strike prep meetings to account for Wednesday’s multi-table bargaining. We want to hear about your reactions to Management’s most recent proposal, answer lingering questions about a strike and next steps, and share details for strike kickoff events. Please drop by at the following places and times.

In-Person
Monday 6/5/23 – 11:00pm to 1:00am – Fountain Café
Tuesday 6/6/23 – 11:00am to 1:00pm – HCC 1

Zoom
Monday 6/5/23 – 5:30pm
Tuesday 6/6/23 – 6:00pm

https://us06web.zoom.us/j/87058614830?pwd=MGMvb1FNR052M0RvUGlFS3BiMC8yZz09