Progress on Language So We Can Win Our Top Priorities!
ONA’s Providence Portland members are in a powerful position heading into our last scheduled bargaining session on August 9. Our strike showed our RNs’ courage, that we understand the value of our work, and we will not settle a contract that doesn’t meet our own and our patients’ needs. Providence Portland accounts for nearly $1 billion in annual revenue, which amounts to a third of the system’s hospital income in Oregon. We remain committed to achieving a contract that reflects our sacrifice over three years during a pandemic that made Providence hundreds of millions.

Our bargaining team recognizes the urgent need for a fair contract and resolved several outstanding language priorities during today’s negotiations. We achieved agreement on six articles in an overall package.

Here’s a quick overview of areas we were able to reach an understanding on:

- No mandatory floating out of cluster.
- Included MLK Day in our contract and successfully resolved MLK grievances and ULPs.
- Agreed to the removal of discipline two years after the occurrence, except in cases of documented patient harm.
- Added 20 paid hours for our Professional Practice Committee Members.

Providence Executives Make Insulting Economic Proposal
Providence made a counterproposal on wages and unfortunately went backward on key priorities established through multiple surveys of our membership. Here’s a quick overview of the failures in our administrators’ economic package:

- No increases to across-the-board raises.
- Reduced their PTO additions by six total hours to two bumps of 12 hours each (Prorated by FTE and down from three ten-hour PTO bumps).
- Reduced retro pay proposal, making it two months short of full retro, maintained 12% retro as opposed to dollar-for-dollar retro pay.
- Reduced the retention bonus by $1,000 down to $1,500 from $2,500.
Providence has a Chance to Make the Right Decision as We Remain Committed to Achieving Our Top Priorities on August 9!

Providence’s economic package is highly offensive, but we remain committed to reaching an agreement that appreciates our sacrifice through three years of the pandemic. Our August 9 negotiating session is a clear deadline and we intend to make real improvements based on what you’ve told us you need to see in a contract!

- **Wages Near Top of Market:** Equitable raises at every step of the wage scale.
- **Better Year 2 Raises:** Providence’s current proposal is below inflation and competitor hospitals and is not enough in year 2.
- **PTO Up to Market:** We cannot continue to earn 20-56 hours less than other market competitors.
- **Full Retro Pay:** After three years working below market in a pandemic our members deserve their full retro checks.
- **Enforceable Staffing Language:** Clear contract language to address staffing shortages.

How Can You Continue to Support Our Fight for a Fair Contract?
Wear your ONA swag on our last scheduled bargaining date of August 9 and attend our bargaining update meetings via Zoom.

Virtual Bargaining Update Meetings
- Thursday, July 20 at 5:30 p.m.
- Tuesday, July 25 at 6:30 p.m.

Click the [here](#) to join!