NURSES WIN!
A Milestone in our Effort to Raise Standards Across All of Providence!

"After 10 months of unprecedented unity by the nurses at PPMC, we showed Providence that our union is a force to be reckoned with. We secured the best contract available and pushed Providence far past what they wanted to offer. I enthusiastically recommend a "Yes" vote for ratification."

- Richard Botterill, ONA PPMC Chair & ED RN

YOUR ELECTED ONA NURSE BARGAINING TEAM STRONGLY RECOMMENDS A YES VOTE ON THE TENTATIVE AGREEMENT.
Throughout the last several contracts and repeatedly during bargaining, Providence has made it clear that they don't value the commitment of our most senior RNs. We secured big wins to retain and recognize senior RNs anyway, and that's why I'm voting Yes!

- Kim Martin, 5R

"I'm voting Yes because of what this contract will do for our staffing. It will ensure we can keep our excellent nurses, many with 25+ years experience, and attract the best new ones!"

- Molly Burtchaell, L&D

"Through solidarity, coalition building, and strong union engagement, YOU ALL have secured a contract that Providence never wanted us to obtain. There's nothing 'less lucrative' about higher than pre-strike wage scales, PTO hours, and FULL RETRO PAY for our incredible nurses. With a 2-year contract that allows us not to fall behind again, I encourage a Yes vote on ratification!"

- Kyle Cook, 7S Surgical Oncology
HISTORIC & DRAMATIC IMPROVEMENTS FOR PROV PORTLAND RNS

GREAT IMPROVEMENTS POST-STRIKE

Our new tentative agreement consolidates improvements from St Vincent’s and creates a pathway to raise the top end wages throughout the Providence System. For the first time in many contracts, there are NO concessions, and we added PTO and increased differentials.

Here's an overview of the landmark achievements included in our new tentative agreement that we are strongly recommending a yes vote for.

WAGES SCALES GO FROM WORST TO FIRST IN PROV UPON RATIFICATION!

Wages: Between 17%-27% raises by 1/1/24 - moving our wages from Worst to First in Providence upon ratification! Plus:

- **Full Retro Pay**: Following Providence Executives threats claiming their post-strike offer would be worse, it got **better**!

- **Added PTO & Increased Differentials**: 40 hours of additional PTO and increases to certification, shift, charge, and clinical ladder differentials.

- **Increased Standby Pay for Surgical Services Mandatory Standby Units**: At $8, Standby Pay at PPMC will be highest in any Prov contract.

VOTE YES.

Wages are still subject to formal review

HERE’S OUR WAGE COMPARISON UPON RATIFICATION

<table>
<thead>
<tr>
<th>STEP</th>
<th>Old PPMC Wages</th>
<th>PPCM wages after Ratification</th>
<th>PSVMC Wages</th>
<th>Difference ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>$41.02</td>
<td>$50.44</td>
<td>48.32</td>
<td>$2.12</td>
</tr>
<tr>
<td>Step 5</td>
<td>$47.98</td>
<td>$56.85</td>
<td>54.80</td>
<td>$2.05</td>
</tr>
<tr>
<td>Step 10</td>
<td>$52.63</td>
<td>$59.99</td>
<td>58.72</td>
<td>$1.27</td>
</tr>
<tr>
<td>Step 20</td>
<td>$57.90</td>
<td>$65.92</td>
<td>63.78</td>
<td>$2.14</td>
</tr>
<tr>
<td>Top Step</td>
<td>$61.82</td>
<td>$71.00</td>
<td>66.65</td>
<td>$4.35</td>
</tr>
</tbody>
</table>
MAJOR WINS ON STAFFING & SAFETY

PPMC Now Has RN Staffing Requirements that Can be Enforced by the Grievance Process in our Contracts!

- Makes the staffing law enforceable through our contract: Providence is explicitly required to adhere to Oregon's Hospital Nurse Staffing Law.
- Process for troubleshooting patient capacity & staffing concerns: Requires troubleshooting of patient capacity concerns with Charge RNs.
- Break RN Pilot Offered on 8 Units: Eight units will engage in a break RN pilots during the next 12 months.
- Strengthened the Hospital Nurse Staffing Committee (HNSC): Direct Care nurses will have additional resources and more hours to conduct their work.
- Vacancies Must be Posted Within Two Weeks, unless determining factors require additional time.
- Vacant shifts offered to ONA RNs before Travelers: RNs must be qualified to perform the work.
- UBCs shall have access to information about FTEs and Vacancies
- Added process for Unit FTE changes: Allows for solicitation of increases/decreases to FTE based on seniority.
- New Article on Health & Safety: New language providing a right to PPE and improving access to testing related to an occupational exposure.
- No Floating out of Cluster or Unit (for units not in a cluster): Enshrined contractual protections against floating.
- Additional rights and protections for orientation when floating: Can only be floated to units where nurse has been oriented and UBC will develop written guidelines.

VOTE YES.
**3% Increases on 1/1/24**
Total increase effective in 4 months is dramatic!

**HERE'S OUR BASE WAGE COMPARISONS AS OF JAN. 2024**

<table>
<thead>
<tr>
<th>STEP</th>
<th>Old PPMC Wages</th>
<th>PPMC Wages on 1/1/2024</th>
<th>Increase ($/Hour)</th>
<th>Increase (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>$41.02</td>
<td>$51.95</td>
<td>$10.93</td>
<td>26.7%</td>
</tr>
<tr>
<td>Step 5</td>
<td>$47.98</td>
<td>$58.56</td>
<td>$10.58</td>
<td>22%</td>
</tr>
<tr>
<td>Step 10</td>
<td>$52.63</td>
<td>$61.79</td>
<td>$9.16</td>
<td>17.4%</td>
</tr>
<tr>
<td>Step 20</td>
<td>$57.90</td>
<td>$67.90</td>
<td>$10.00</td>
<td>17.3%</td>
</tr>
<tr>
<td>Top Step</td>
<td>$61.82</td>
<td>$73.13</td>
<td>$11.31</td>
<td>18.3%</td>
</tr>
</tbody>
</table>

**DIFFERENTIALS & OTHER IMPROVEMENTS**

- $8.00 per hr. Standby Pay for Surgical Services Mandatory On-Call units; up from $4.75
- $3.00 per hr. Preceptor pay, up from $2 per hr.
- $4.00 Charge RN Differential
- $3.00 Relief Charge RN Differential, up from $2.25
- $6.20 Night Shift Diff, $2.85 Evening Shift Diff
- $2.00 Weekend Shift Differential, up from $1.25
- $2.00 per hr. Float Pool Differential, up from $1.25
- $20.00 Extra Shift Differential
- $2.00, $3.50, $5.00 Clinical Ladder Differentials
- $2000 Recognition Bonus at Step 25 and above

Martin Luther King Jr. Day is now a Holiday
In Solidarity. Your elected ONA RN Bargaining Team at PPMC

Richard Botterill (ED), Kim Martin (5R), Christy Bernier (ED), Molly Burtchaell (L&D), Kristin Harman (2R), Jeanette Noah (CCS), Colleen Butler (OR), Kyle Cook (7S), Seth Moore (ONA)
Learn how to enforce our contract, build our union on each unit, and organize for a greater voice on the job by building more power where we work.

MAKE A DIFFERENCE

Sign up for steward training to find out more.

BUILD YOUR UNION

SIGN UP HERE

Bit.ly/PPMCsteward