Historically Powerful Strike Leads to Substantial Improvements in Our New TA!

ONA’s Providence caregivers made substantial sacrifices during our 2023 bargaining effort! Early this morning our PPMC bargaining team was able to secure historic wage increases that place us at the top step over $70.00 per hour, including full retro pay, and added forty hours of paid leave time in a two-year agreement, along with major wins on nurse staffing and key differentials.

Caregivers taking on the inequities of the Northwest's most extensive health system requires extraordinary courage. Providence Oregon, accounts for one-fourth of our state's hospital capacity and generates $4 billion in revenue annually. They never faced a strike in Oregon and vowed to punish their irreplaceable caregivers for demanding equitable standards for our sacrifice. After ONA members voted overwhelmingly to engage in a historic strike, Providence claimed they'd force a worse agreement on our members after we walked off the job to support each other and our patients.

Following extraordinary participation in our strike, a unified commitment to priorities that will make our jobs more sustainable, and a commitment to not settle a contract that's less than we're worth, ONA caregivers scored unparalleled victories at the negotiating table.

Here’s a quick overview of our substantial wins and the historic change they create for our caregivers:

**Historic Wage Increases!**

- Post-strike wages increased as much as an additional $3 per hour for our most experienced RNs after Providence claimed they’d get worse.
- Raises between 17%-26.7% over the life of the two-year agreement - the highest percentage increases in the Portland metro area.
- Top-of-market differentials including standby, charge pay, NOC shift, and preceptor pay.
- Since it's a two-year agreement, if St. Vincent or OHSU’s wages increase higher than ours, we'll be back at the table to make sure we keep pace with the highest-paying hospitals in the region.

**Full Retro Pay!**

- PPMC RNs secured full retro pay that is dollar for dollar after Providence told us it was off the table.
Added PTO Hours & New Top Ups to Oregon's Paid Leave Program!

- Added a total of up to 40 hours of PTO (same as St. Vincent) during the life of our two-year agreement.
- Leave time increases include top-ups to Oregon’s paid sick leave, including eight full weeks of paid illness time available after your first week out during a qualifying condition.

Precedent-Setting Staffing Improvements!

- The contract includes a commitment to comply with Oregon’s new nurse-to-patient ratio law.
- Eight-unit pilot of break RNs, and we removed management determining the pilot’s success.
- No floating outside of cluster for our hospital members
- Schedule vacancies must be posted to comply with each unit’s core staffing.

After almost a year of negotiations, we strongly recommend a yes vote for our two-year agreement!
This is the best contract we’ve achieved in several decades. Join in-person opportunities to view the contract’s highlights and a redline of the agreement beginning next week.

Next Week- Contract Highlight Meetings!
Monday, August 14, 11 a.m.-2 p.m.
Tuesday, August 15, 11 a.m.-2 p.m. & 11 p.m.- 1 a.m.
Wednesday, August 16, 11 p.m.-1 a.m.

On behalf of your entire Bargaining Team,

Richard Botterill, Bargaining Unit Chair
Kim Martin, Vice Chair
Kyle Cook, Secretary
Colleen Butler, Treasurer
Christy Bernier, Grievance Chair
Molly Burtchaell, Membership Chair
Kristin Harman, Staffing Committee Liaison
Janette Noah, Chief Steward