Clinicians at Providence Home Health and Hospice Secure Contract!
The ONA-PHHH Bargaining Team is thrilled to share with our colleagues across the state that after 11 months of negotiations (including 5 with our expanded bargaining unit!), we reached a full tentative agreement last Friday. We are inspired by the tenacity and solidarity of our membership throughout this process, which included a 5-day strike alongside PPMC and PSH nurses.

Once ratified, our new contract will:

- Increase the RN wage scale 13.7-19.8% by 1/1/24
- Add Step 30 to the RN wage scale to appreciate our most senior RNs
- Create PT, OT, SLP, LCSW/LPC, and CSWA wage scales that provide regular step increases and across-the-board raises and erase longstanding inequitable salary distributions that created salary compression and inversion
- Increase PT wages by an average of 15.9%; increase OT wages by an average of 16.5%; increase SLP wages by an average of 19.3%; increase CSWA wages by an average of 15.7%; and increase LCSW and LPC wages by an average of 11.7%
- Add 20 PTO hours (pro-rated by FTE) to clinician’s banks at ratification and an additional 20 hours in 2024
- Limit PHHH’s Electronic Visit Verification to only those patients with Medicaid as their primary insurance as required under law, curtailing Providence’s plan to implement broad clinician tracking
- Increase the certification differential to $3.00 per hour (from $2.50 per hour), recognize several additional certifications, and provide a certification differential for non-RN clinicians for the first time
- Create a SWCAP (Social Worker Clinical Advancement Program) for Social Workers and Bereavement Counselors and compensate for participation at $6240 per year (paid out every pay period) and increase the compensation for RCAP (Rehab Clinical Advancement Program)
- Provide full retroactive pay—for every hour worked and PTO—back to contract expiration (12/31/22) for RNs and CWONs and 4/24/23 for newly represented non-nurse clinicians
• Provide additional paid education time for all disciplines and additional educational funds for all clinicians
• Provider greater protections around low census, alternate assignment, territory bidding, weekend work frequency, PTO approval, and more
• Substantially increase nearly every differential: evening, night, weekend, preceptor, charge, extra shift, etc.
• Abolish discipline for failure to meet productivity; end the public discussion and comparison of clinicians’ productivity; create a committee required to pilot improvements to scheduling and workload; and introduce an acuity tool
• Create the right for clinicians to refuse visits to patient homes where they have an outstanding safety concern
• Expire less than 15 months after ratification—giving us a chance to return to the bargaining table in less than a year and build on these substantial wins.

We are immensely proud of securing a first contract for newly represented clinicians in less than five months and significantly strengthening our existing RN contract. We have established the first ONA contract standards for non-nurse health care workers in Providence, and we believe we have created an incredibly strong precedent to build from as we build our union density across Providence.