ONA's Providence caregivers head into 2023-2024 negotiations more empowered to course-correct Providence's corporate care model than ever before. Five thousand of our 16,000 ONA-represented caregivers will be bargaining to achieve industry-leading standards at the Pacific Northwest's largest and wealthiest health system. Providence has nearly $1 billion cash on hand in Oregon alone, and our members now have nine contracts opening, adding doctors, midwives, NPs, and more nurses who've all worked at the point of care through a once-in-a-century pandemic.

The corporate care models used by national chains like Providence led to an ongoing crisis for patients and caregivers after being confronted by the pandemic. For years, healthcare executives eroded standards by investing in growth over the quality of care, prioritizing executive interests over patient and caregiver safety, and replicating Wall Street style inequity that disproportionately rewards CEOs. The result has been crisis standards of care with ever-expanding workloads and added job requirements, chronic staffing shortages, and massive attrition caused by gross inequity that threatens the stability of our health system for our patients and communities.

ONA caregivers' recent experiences at Providence exemplify what needs to change in our health systems. Providence doubled its CEO's annual pay from $4.5 million to almost $10 million during the last decade while eliminating illness banks, increasing healthcare costs, and providing marginal wage increases for those at the point of care. Now, after three years of a pandemic and an ongoing health system crisis, it's time for Providence to double its commitment to daily staffing, equitable compensation, and move to long-term benefits that will keep and attract enough qualified caregivers for the thousands of patients that rely on stable, consistent, quality care provided by ONA members.

Bargaining Started Sept. 26 With Our Union’s Safe Staffing Proposals and Providence Rejecting Most of Our Priorities!
Our nine-contract bargaining cycle kicked off on Sep. 26, with ONA's St. Vincent bargaining team members establishing vital priorities for caregivers and patients in our staffing proposals and management rejecting most of our objectives in a counterproposal at the end of the day.

During day one's negotiations, our bargaining team described the changes over the last ten years and how COVID-19 changed health care, especially for those treating the sickest patients. Our team proposed staffing priorities supported by the overwhelming majority of surveyed ONA members across several bargaining units. They explained how they would mitigate staff shortages and improve the recruitment of qualified caregivers. Providence rejected nearly all our top priorities in their counterproposal; a summary is listed below:

- **Extra Shift Incentive of $46 Per Hour**: OHSU RNs just agreed to a $46 per hour extra shift incentive for all shifts beyond their FTE. As the largest health system in the Northwest, ONA is proposing Providence do the same.
  - Incentive went unaddressed in Providence's counterproposal.

- **Compliance with RN-to-Patient Ratios**: Oregon legislators passed a ratio law, and OHSU and Kaiser agreed to comply with established ratios in union agreements.
  - Providence's counterproposal includes less of a commitment than the two other unionized health systems.

- **Added Shifts and FTE for Break RNs**: The new staffing law's ratios mean RNs get coverage for meals and breaks that do not increase patient assignments. Our team proposed adding hours and FTEs for meals and breaks.
  - Providence declined our proposal and proposed the use of a consultant.

- **Providence Pays RNs $150 for Each Missed Meal and Break**: The new RN staffing law establishes $200 fines for missed meals and breaks, and our union proposed an internal process that's less costly but allows caregivers a way to document and ensures a commitment for Providence to pay up when a caregiver is forced to miss a meal or break.
  - Providence failed to respond in its counterproposal.

- **Expedited Enforcement of Ratio Violations**: California hospital contracts have expedited ratio enforcement processes, and with our law going into effect, ONA proposed the same standard for Oregon.
  - Providence failed to address the process in its counterproposal.

**Join our Contract Action Team - Help Lead to Real Long-Term Improvements for Caregivers and Patients!**

Our union’s power comes from the 5,000 ONA-represented caregivers at the point of care for the Northwest’s largest health system. Be the first to get bargaining updates, ensure your unit remains informed, and help empower coworkers to win systemwide improvements.

Click the Link to Join today!  
https://forms.gle/q843XHrCHE4zXVyF7