Hello Providence ONA Caregivers,

This year, 3,000 ONA caregivers open nine contracts and we complete our first set of initial proposals this week! It means all our major proposals will be on the table including wages, benefits, staffing and more. The current round of negotiations represents our best opportunity to get Providence up to market standards that reflect its position as the largest health system in the Northwest generating $26 billion in annual revenue.

Providence Has a Lot to Improve to Reach ONA's Contract Standards Across the State!

Our negotiations at Providence follow the very high standards established during ONA's recent negotiations with health systems like OHSU, St. Charles, and others. In recent bargaining, dedicated union members doubled extra shift incentives, locked in safe patient assignments (staffing ratios & break coverage), eliminated health insurance premiums, and increased wages by 35% or more for specific caregivers in their three-year contracts.

Providence is the Northwest's largest health system with nearly $1 billion cash on hand in Oregon alone. Unfortunately, the Northwest's largest hospital chain has a history of offering below-market proposals for wages, benefits, staffing, and safety. Here's an overview of areas Providence must address for caregivers serving the sickest patients at the Northwest's largest health system in its most profitable state during the last decade:

- **Commit to Safe Patient Ratios Including Meals and Breaks**: OHSU just agreed to safe staffing ratios and added staff and hours for meal and break coverage, and it’s long overdue that Providence does the same.
- **Reduce the Cost of Health Benefits**: Providence caregivers can pay as much as $5,000 more per year than a Kaiser caregiver on a family health plan. It’s time to address the excessive cost Providence charges its caregivers for health care.
- **Reduce the 30-plus Hour Paid Leave Gaps**: Providence Caregivers can have 70 hours less total paid leave than an OHSU caregiver.
• **End Double Digit Wage Disparity:** Caregivers across the state received double-digit wage increases leaving some Providence caregivers almost twenty dollars per hour below OHSU's base pay rate.

**YOU Can Help to Secure a Strong Contract!**

This current round of bargaining is an urgent opportunity for Providence to course correct. OHSU's purchase of Legacy means Providence has to compete with thousands of healthcare worker positions moving to top-of-market standards in OHSU's contracts, and we have nine open contracts from Portland to Medford representing 3,000 Providence caregivers across Oregon.

Our power at negotiating tables comes from our strength in numbers, the value of our members' life-saving work, and the very high union standards we've set across Oregon. It's what allows us to ensure every employer understands their offers must reflect the value of our members' sacrifice!

Show Providence that we're ready early! Wear our new ONA t-shirts during bargaining days and stop down to show support for negotiations.

- **Nov. 7 (tomorrow!)** – Providence St. Vincent on-site bargaining
- **Nov. 8** – Providence Willamette Falls on-site bargaining
- **Nov. 9** – Providence Willamette Falls on-site bargaining
- **Nov. 16** – Providence Newberg on-site bargaining