The Foundation of Quality Care: Nurses

Providence Oregon made nearly $1 BILLION in PROFIT during our last contract cycle. We need Prov. to invest in patient safety. Lives are at risk! RNs are the point of care for patients throughout the health system. Safe staffing standards are critical for patients during and after the COVID-19 pandemic.

The 5 Key Pillars to Improve Nurse Staffing

**Daily Staffing Level**
A commitment to schedule to the unit staffing level in every unit, on every shift. The level must meet specialty guidelines for unit staffing.

**Staffing Maintained During Meals & Breaks**
Staffing levels must be maintained through entire shifts, including during meal and break periods; ending the broken buddy-break system.

**Acuity Tool for Adding Staff**
Every unit will create an acuity tool with its nurses that will determine a need for increased staff based on acuity changes.

**Double Time for Emergent Shift Vacancies**
Any unit at risk of staffing shortages with less than 48 hours must offer double-time incentive for vacancies.

**Predictive Hiring**
A commitment to post vacancies and hire above core staffing when it's clear a unit is not able to routinely meet its unit staffing level.

To observe negotiations on April 20, text ONA Labor Rep Gabriel Erbs at (503) 415-1461
Bargaining Begins April 15 & 20
Fight for Fair Health Care

HOW PROVIDENCE’S PLANS COMPARE TO KAISER AND OHSU

Providence claims its health insurance plans have been misrepresented. See for yourself how Providence's EPO Health Plan compares to Kaiser's even after Providence's "Virgin Pulse" subsidies.

- A Providence RN on an Individual Plan spends nearly $500 more before Prov. contributes to copays and your maximum expenditures can cost $2,000 more than a Kaiser RN.

- A Providence RN on a Family Plan spends $2,326 more before Prov. contributes to copays and your maximum expenditures can cost $7,427 more than a Kaiser RN.

"Considering we work for a billion-dollar hospital and healthplan corporation, it's disgraceful we have to pay sky-high healthcare costs. With three young girls at home, the Providence healthplan is not affordable for families.

~Marie Teela, ONA RN at Prov. Milwaukie

See for yourself how Providence's EPO Plan compares to OHSU's EPO even after Providence's "Virgin Pulse" subsidies.

- A Providence RN on an Individual Plan spends nearly $541 more before Prov. contributes to copays and has maximum expenditures that can cost nearly $1,449 more than an OHSU RN.

- A Providence RN on a Family Plan spends nearly $600 more before Prov. contributes to copays and has maximum expenditures that can cost $4,800 more than an OHSU RN.

Get the Facts. Compare Prov. Health Plans here:
Also available at: www.OregonRN.org/Providence