Nurses' Actions are Moving Providence

RNs taking action throughout the Providence system is improving standards.

Beginning in mid-May, Providence RNs in emergency departments, women maternal child units, and some RN floors took actions around staffing. Others recently joined two days of public action to support the continuation of short-term incentives and other bargaining priorities!

It's clear, where the most essential workers in Oregon's largest health system are most active, they're able to make changes. Recently, our most active bargaining unit, Providence Portland Medical Center (PPMC), received verbal notification that single shift incentives are extending to Dec. 4 at their hospital. We're awaiting updates in other bargaining units, as several other sites have negotiating dates scheduled.

Here's a summary of improvements since ONA members joined together in May to elevate the interests of RNs and patients in Providence.

- **Extension of Single Shift Bonuses**: After members throughout the entire system took action, PPMC informed RN Leadership that the incentive is extending to Dec. 4. Others are awaiting updates.
- **Expansion of Departments Receiving Incentives**: Initially, several units and clusters were left out of Providence's shift incentive program. After strong advocacy from RN leadership and nurses in units, the bonuses have expanded to every cluster and include nearly every department.
- **Moving Shift Bonuses to Community Standards**: ONA's grievances demanded single shift incentives near double the pay rate in early May, similar to other hospitals like OHSU and Kaiser. Nurses throughout the system informed Providence administration that the bonus system was insufficient due to the number of shifts required. After months of advocacy, every hospital moved to a single shift incentive option by mid-August.
• **ED Staffing Improvements:** Providence posted more than forty nurse positions after we filed a grievance in every metro hospital.

• **Added RNs to Nursing Floors:** ONA members at Providence Newberg Medical Center's Med Surg and Providence St. Vincent Medical Center's women maternal child units saw positions posted and increased unit staffing levels after filing group grievances over staffing violations.

• **Increased Support Staff:** CNA 1s and other support positions, particularly in emergency departments, were added to support nursing work throughout hospitals following our group grievances.

Long Term Changes Come when We Stand Together in Negotiations!

Our bargaining cycle is here! More than 4,000 nurses, whose direct care helped create over $8 billion in operating revenue during the last three years, began our efforts at the negotiating table to discuss permanent improvements this month. Now, it's time for every member to get involved!

Each bargaining unit is scheduling meetings for mid-October. Reach out to your bargaining unit leadership to become a Communication Action Team member.

If you have any questions, please contact your ONA labor representative or visit the [ONA Providence systemwide updates webpage here](#).