Hello ONA Providence Caregivers,

Strike Puts Pressure on Providence to Reconvene With its Caregivers and Bargain a Fair Deal After Nine Months of Resistance!

The 1,800 ONA caregivers' strike made it clear to Providence that working three years with the same contract through the pandemic and then having to wait nine months of bargaining for a sensible agreement is unacceptable. Our negotiating teams across three units met with Providence over forty times before our strikes, offered dates during the ten-day notice period that Providence illegally declined, and proposed dates for the two weeks immediately following the strike.

The power we built during our strike, with incredible participation on the strike lines and massive community and political support, puts pressure on Providence to agree to deals that make the largest health system in Oregon the best place to work for its caregivers and patients. ONA's caregiver leadership's position following the strike has been made clear to Providence - Oregon's largest healthcare system earning $4 billion in Oregon-only revenue each year must promptly meet during the dates we've provided and offer contracts that value our caregivers by bringing them up to market on our key priorities.

Here's what our union leadership continues to advocate for as we return to the table:

- **Top of Market Wages:** With a national caregiver shortage and Providence having billions in annual revenue, Oregon's largest health system must be the best for pay rates.
- **Pay Equity for Our Most Experienced Caregivers:** Our most experienced caregivers cannot remain up to $7 per hour behind the top of the market.
- **We Will Not Agree to Doubled Patient Assignments:** Our teams will not agree to contracts that continue to require ONA members to care for double the number of patients.
- **Paid Leave Time at Market Rates:** ONA caregivers currently have annual leave that's nearly forty hours below top of market, and after losing our EIT and three years of the pandemic, we have to see improvements on this subject!
- **Pay Equity Across Providence:** All ONA caregivers deserve equitable pay across our contracts and job classifications.
We've clarified with Providence that ONA members set our priorities, and we're prepared to bargain day and night to get to a deal that reflects our members' objectives after they sacrificed a week on the picket line!

**ONA's Holding Providence Accountable for Illegal Use of Professional Strikebreakers**

We're also keeping the pressure up with our call for the Attorney General to investigate Providence for breaking Oregon law that expressly prohibited them from hiring professional strike breakers. Oregon law is clear: Hiring professional strike breakers is unfair, it violates the spirit of collective bargaining, and it is illegal. Nurses and caregivers will not stand idly by while employers callously disregard the law.

Companies like US Nursing Corporation and Providence are fueled by corporate greed. In Oregon, Providence's use of US Nursing Corporation is a way of illegally shifting the balance in their favor while nurses fight for their jobs, their health care, and their patients' welfare.

**Watch Friday's Press Conference**

**Next Steps- Back to the Table With Ongoing Majority Support**

Each of our negotiating teams (Providence Portland, Home Health & Hospice, and Providence Seaside) offered dates and expect Providence to get back to the table during the next two weeks. Home Health and Hospice are back at the negotiating table tomorrow!

Here's how you can continue to build our power during negotiations:

- **Pack the Room Like We Packed the Lines**: Let's keep the momentum going by packing the room for our in-person bargaining sessions, starting tomorrow. Our Home Health & Hospice bargaining team bargains tomorrow from 8:30 a.m.-4:30 p.m. in the Steel Room at the Halsey Building (6410 NE Halsey) and invites available observers. Members can also drop into our bargaining caucus update at noon at tinyurl.com/ona-phhh.

- **Swag up on Bargaining Days**: Wear ONA T-Shirts, swag, and buttons during our upcoming bargaining dates.

- **Attend Bargaining Update Meetings**: Our power is in our democracy, and we want to hear from all of you and have you guide our priorities as we reach an agreement.