HISTORIC SACRIFICE REQUIRES HISTORIC RECOGNITION

2022 IS OUR HISTORIC CHANCE TO MAKE CHANGE

ONA's 4,000 Providence RNs have 7 open contracts this year and are the point-of-care for the sickest patients during a once-in-a-lifetime pandemic!

PROV. IS RACKING UP RECORD-SETTING WEALTH.

Prov. doubled its cash-on-hand from $1.4 billion to over $3 billion during 2020 and added $800 million in Oregon-only profits from 2019 - 2020.

HOW IS PROV. PROPOSING TO RECOGNIZE ONA RNS AT ST. VINCENT?

<table>
<thead>
<tr>
<th>PROVIDENCE'S WAGE PROPOSAL</th>
<th>PROVIDENCE'S 2022 WAGES</th>
<th>PROV. ST. V</th>
<th>KAISER</th>
<th>OHSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Pay Rate</td>
<td>$39.26 - 41.23</td>
<td>$43.96</td>
<td>$63.59</td>
<td>$58.12</td>
</tr>
<tr>
<td>Top Step</td>
<td>$58.12</td>
<td>$63.59</td>
<td>$67.13</td>
<td></td>
</tr>
</tbody>
</table>

- **Extra Shift Differential:** As much as $13 less per hr. than market competitors.
- **Float Pool Differential:** More than $6 per hr. less than OHSU & less than half of Kaiser.
- **Standby Differential:** Less than half the differential paid to Medford RNs.

Providence's proposals also keep RNs at the bottom-of-market for health care, earned leave and staffing among other key issues.

INFO PICKET AT ST. VINCENT'S

TUESDAY, MARCH 15th

5:00 PM - 8:00 PM