Remaining United Leads to Substantial Gains for RNs and Patients!
Our sister AFT healthcare union representing 3,400 Kaiser caregivers, including over 2,000 RNs, recently settled a landmark contract showing nurses’ power when uniting to demand change in a major health system. After Kaiser demanded pay reductions of more than 25 percent for new hires and demanded more cuts to staff beyond the expiration of their contract, OFNHP caregivers committed to going on strike. Just two days before the strike, management backed down and the RNs left with industry-leading wages, maintained their industry-leading benefits, and agreed to unprecedented commitments to safe staffing for Oregon caregivers and their patients.

The fight displayed the substantial power nurses have in major health systems and the benefit of union solidarity. **ONA members, including more than 150 Providence nurses, committed to standing with OFNHP members on their strike lines.** Our union leaders from many bargaining units committed to contributing several thousand dollars to ensure OFNHP members had support for their fight. After settling the contract, OFNHP’s leadership acknowledged community support as a significant reason for the success at the table after months of Kaiser holding out. It displayed the overall strength of healthcare workers throughout Oregon when standing up to major health systems.

Here’s a summary of the significant gains OFNHP nurses achieved by remaining united to improve standards for patients and caregivers!

- **Industry Leading Wage Increases:** RNs at OFNHP will receive a $2.50 pay increase on top of an additional 3% increase upon ratifying their contract. They’ll receive another 7% in raises over the life of their contract. It amounts to around 14-16% raises for every RN over the life of their contract, the highest of any unionized hospital nurse in the Portland metro area.

- **Protected their Industry Leading Benefits:** Kaiser RNs will maintain a health plan with a $6.26 premium, $0 deductible, and $750/$1,500 out-of-pocket max.

- **Unprecedented Staffing Improvements:** OFNHP nurses achieved remarkable gains that include minimum RN to patient staffing standards (ratios) in their contract and a commitment to a staffing committee for the entire metro region that assesses the need to post and fill positions throughout the health system.
How can ONA Providence Nurses Raise Similar Standards in Our System?
During 2021-22, over 4,000 ONA Providence RNs with seven open contracts will be at the bargaining table at one of the nation's wealthiest health systems in its most profitable state. Kaiser caregivers revealed that uniting throughout a major health system and standing up for the interest of patients and caregivers can generate the power to make industry-leading changes.

Here’s how you can get involved to create RN power throughout Providence!
- **Join Our Communication Action Team:** Reach out to a local union officer to get involved with your contract campaign.
- **Become a Union Steward:** Sign up for upcoming steward training or reach out to an officer to discuss becoming a steward on your unit!