Shortly after Providence and other hospital employers received a $25 million handout from Oregon taxpayers, Providence management contacted ONA reps at most Portland metro area hospitals to propose incentives for extra shifts:

- 12-hour shift: $500
- 10-hour shift: $415
- 8-hour shift: $335
- 6-hour shift: $250

The proposed incentive structure is familiar from our earlier Single Shift Bonus (SSB) agreements, but Providence management is attempting to place even greater restrictions on their availability.

After review of the incentive proposal, ONA nurse leaders from Providence Portland, St. Vincent, Willamette Falls, Milwaukie, and Newberg are moving forward with proposing enhancements to these incentives, including:

1) Removing the restriction that these incentives apply to only a few units and are only at management’s discretion. We are proposing that all shifts that are unfilled after schedule posting will be eligible for the incentive. This will be more effective at staffing to patient need and allow nurses to plan to work additional shifts.

2) Removing the requirement that per diem nurses work 16 hours within the week to be eligible for the incentive. We are proposing that per diem nurses be eligible to receive the incentive once they have worked their contracted hours/shifts.

3) Adding a $170 incentive for working an additional 4-hour increment.

4) Extending the expiration of the incentive agreement to March 31, 2023. Management’s proposal would have the incentive expire 14 days after the influenza peak as determined by the Oregon Health Authority (OHA).

Leaders at Providence Medford have just received the proposal and are considering their response.

We believe that Providence can and should extend these incentives to other non-metro area hospitals (Seaside and Hood River), Home Health and Hospice, and Advice Line nurses.

More updates will follow as ONA Providence Bargaining Unit Officers continue their conference on this proposal.