ONA Providence nurses will soon have access to Oregon’s Paid Family and Sick Leave Program. Read our update to get an overview of our nurses' bargaining priorities for paid leave, and to RSVP for our January 20 action at Providence’s Oregon headquarters to protect Providence nurses!

Union Worker Power Won Paid Family and Sick Leave in Oregon!
Oregon is one of the top five states for the proportion of workers who are union members. Our strength in numbers gives Oregon workers a voice beyond our individual workplaces. Union worker power recently led Oregon to become one of eleven states to pass legislation that creates paid family and sick leave for every worker.

Beginning in September 2023, the law ensures a minimum of around two-thirds of our average pay rate for up to twelve weeks of leave a year to recover from a serious illness, take parental leave, or care for a loved one. It renews each year, unlike other accrual-based leave benefits, and union members have the right to negotiate higher standards before the law takes effect.

Providence Should Commit Resources from its $4 Billion in Revenue to Fully Pay for Family and Sick Leave!
Providence is Oregon’s most prominent healthcare employer, making over $4 billion in annual revenue from our state. It also received a few million dollars in assistance from the state of Oregon to help with staffing and personnel costs. ONA’s 4,000 RNs are at the point of care for Providence’s sickest patients, risking our and our families’ health as respiratory illnesses continue to overrun our hospitals and infect caregivers on the frontline of a health system in crisis.

Employers have two choices for paid family and sick leave; they can participate in the state plan or offer an equivalent plan of their own. Providence recently informed ONA it intends to participate in Oregon’s Paid Family and Medical Leave Plan. It could mean ONA Providence RNs sacrificing the most during the health crisis pay a 0.6% tax to receive paid family and sick leave. ONA estimates the total value of our 4,000 Providence RNs’ contributions would be $2 million annually, and deductions would start in January. Providence’s $4 billion in annual revenue can easily cover the cost of nurses’ family and sick leave contributions, and they should pay for 100% of our wages
during our leave time because our sacrifice for Oregon’s patients deserves full protection from Providence.

**ONA Submitted our Demand to Bargain for the Best Paid Family and Sick Leave Standards!**
Oregon’s Paid Family and Medical Leave Law is a minimum; Providence must negotiate with union members over the benefit and any changes it could create to our current benefit structures. Our power remains with the irreplaceable value of our nurses’ work, and our union intends to make improvements through the strength of ONA caregivers!

Here are ONA elected RN leaders’ priorities as we initiate negotiations during the coming weeks with Providence over paid family and sick leave!

- **Fully Paid Leave:** Oregon’s most extensive health system making $4 billion in annual revenue can pay 100% of RNs’ wages while on leave!
- **Providence Covers Employee Contributions:** $2 million is a lot for RNs to contribute, and other hospitals already committed to their RNs that they’ll cover the cost. It’s time for Prov to do the same.
- **Paid Leave Available Right Away:** Providence lags other health systems in the amount of leave we can use on day one. Oregon’s most extensive health system needs to address this disparity!
- **PTO Up to Market Standards:** Providence remains behind the market for total hours of accrued paid time off in our contracts. Let’s change it during these negotiations!

**Up Next: Attend Our January 20 Rally to Protect Providence Nurses!**
ONA’s 4,000 RNs open seven contracts before Oregon’s paid family and sick leave law fully takes effect. ONA RNs across the system will rally at Providence headquarters to kick off our effort to improve paid leave for caregivers throughout the Providence system.

Friday, January 20th  
4:30-5:45 p.m.  
Providence’s Oregon Headquarters  
4400 NE Halsey St, Portland, OR 97213

Follow the link to RSVP: [https://www.oregonrn.org/event/2023ProvRally](https://www.oregonrn.org/event/2023ProvRally)