



Nurses Uniting to Raise Standards

ProvRN Advice Line Update – February 1, 2023

Dear ONA Nurses at ProvRN,

After four bargaining sessions, and many more written proposals, we have come to agreement over terms of the layoff of nurses and closure of the ProvRN Phone Triage Unit.

Layoff negotiations don't tend to be a position of power for workers. Prior to negotiations, Providence was only contractually obligated to offer a mere 75% of their non-union severance policy to laid-off ProvRN nurses

Instead, our bargaining team was able to compel Providence to offer benefits beyond what is required in our contract and substantially beyond what they are required to offer non-union Providence employees. It is a testament to your ONA officers (Adia, Dawn, and Heidi), as well as the importance of the work you do, that negotiations produced this more positive outcome in an otherwise difficult circumstance.

During negotiations, we:

- Moved the Employer from 75% of non-union severance (per contract) to 100% of non-union severance for all full-time and part-time equivalent employees who remain employed through the unit closure date (April 12, 2023). The severance amount is calculated based on years of service and is pro-rated to FTE.
- Moved the Employer to offer an additional lump sum to cover COBRA premiums depending on years of service. This applies to employees currently enrolled in the health benefit plan who remain employed through the unit closure date (April 12, 2023).
- Moved the Employer to provide an additional lump sum payment to all nurses. The amount will depend on how long you remain employed at ProvRN, but all nurses are eligible to receive a payout. This was a big sticking point in negotiations, as management tried for some time to prevent any payments to nurses who needed to leave for outside work prior to the unit closure date (April 12, 2023). However, our bargaining committee wanted to make sure that the impact of this layoff was recognized for ALL nurses -- regardless of whether you stay until the end date or leave for outside employment prior.

Therefore, nurses will receive one of these payouts, depending on how long they stay at ProvRN:

- The Employer will provide an end of assignment bonus of \$4,000, minus applicable taxes, to nurses who remain working in the Triage Service Center through April 12, 2023. Payment will be made on the next reasonable payroll cycle following April 12th.
 - The Employer will provide a partial assignment bonus of \$2,000, minus applicable taxes, to nurses who remain working in the Triage Service Center through March 12, 2023. Payment will be made on the next reasonable payroll cycle following March 12th.
 - The Employer will provide a partial assignment bonus of \$1,000, minus applicable taxes, to nurses who remain working in the Triage Service Center through February 12, 2023. Payment will be made on the next reasonable payroll cycle following February 12th.
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- Moved the Employer to fully vest all nurses who stay through April 12, in their currently held retirement benefits. This was also a big lift, as the Employer was initially very opposed to this proposal. We felt it was important to honor nurses who had diligently contributed to their retirement.
 - Moved the Employer to pay for outplacement services, including resume writing and interview preparation.
 - Moved the Employer to agree to a 'no-cancellation' policy for all remaining scheduled shifts, regardless of census or unit staffing. Nurses will be paid for all scheduled shifts.
 - Moved the employer to pay for BLS training for all nurses after Jan. 31 and reimburse nurses who paid for BLS between the layoff announcement and Jan. 31.

[The full agreement is here.](#) Though negotiations are over, we are certain additional questions may arise. If you do not receive clarity from HR, please contact your ONA Bargaining Unit Officers or your Labor Representative Gabriel Erbs at Erbs@OregonRN.org.