NURSES WIN!

A Milestone in our Effort to Raise Standards Across All of Providence!

If you only see the unprecedented wage gains, then you might miss other big wins: More PTO immediately added to banks, actual grievable staffing protections, and no concessions — even when mgmt tried to water-down our PTO request language. I have never been so proud to serve on a bargaining team, and I’m so proud to fight for the RNs at Prov Seaside. We'll be back at the table next year, so vote Yes and keep the momentum going!

- Mary Romanaggi, ONA PSH Bargaining Team and ED RN

“Management tried to get us to accept raises below inflation; we called their bluff and secured wages higher than St Vincent. Providence made concessions to us throughout the contract — but make no mistake: Seaside nurses deserve even more, and we bargain again starting next year. That is why I wholeheartedly recommend ratifying this contract and remaining in solidarity with nurses and clinicians across the Providence Health System.”

- Nate Weiler, ONA PSH Bargaining Team & ED RN

YOUR ELECTED ONA NURSE BARGAINING TEAM STRONGLY RECOMMENDS A YES VOTE ON THE TENTATIVE AGREEMENT.
Our new tentative agreement increases **bedside wages above St Vs**, and provides clinic nurses with the **highest raises in the state**. For the first time in many contracts, there are NO concessions, and we added PTO and increased differentials.

Here's an overview of the landmark achievements included in our new tentative agreement that we are strongly recommending a Yes vote for.

Wages: Between 14%-31% raises by 12/1/22 -- the highest wage increase in living memory.

- **Full Retro Pay**: Providence execs threatened to cut our retro if we struck -- the retro offer improved after the strike
- **Added PTO & Increased Differentials**: 40 hours of additional PTO and increases to certification, shift, charge, and standby -- big increase to surgical standby.
- **Enforceable staffing** that protects patient ratios and provides real break relief - no more buddy system.

**VOTE YES.**
NEVER-BEFORE-SEEN WINS ON WAGES: BEDSIDE WAGES ABOVE ST. VINCENT'S CLINIC RNS WILL SEE HIGHER RAISES THAN ANY NURSE

BEDSIDE WAGES WILL INCREASE 14%-20% UPON RATIFICATION

<table>
<thead>
<tr>
<th>Bedside Step</th>
<th>Old PSH Wages</th>
<th>PSH wages after Ratification</th>
<th>Raise in Dollars</th>
<th>Raise Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>$40.24</td>
<td>$48.48</td>
<td>$8.24</td>
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</tr>
<tr>
<td>Step 5</td>
<td>$45.25</td>
<td>$54.80</td>
<td>$9.55</td>
<td>21%</td>
</tr>
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<td>Step 10</td>
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<tr>
<td>Step 15</td>
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<td>Step 20</td>
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<td>$63.78</td>
<td>$6.62</td>
<td>12%</td>
</tr>
<tr>
<td>New Step 30</td>
<td>$58.58</td>
<td>$67.00</td>
<td>$8.42</td>
<td>14%</td>
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</table>

CLINIC RNS WILL BE PLACED ON THE NEW STEPS BASED ON EXPERIENCE

<table>
<thead>
<tr>
<th>Clinic Step</th>
<th>Old PSH Wages</th>
<th>PSH wages after Ratification</th>
<th>Raise in Dollars</th>
<th>Raise Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>$31.80</td>
<td>$40.29</td>
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<tr>
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<td>Step 15</td>
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<td>19%</td>
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<tr>
<td>Step 20</td>
<td>$46.40</td>
<td>$57.65</td>
<td>$11.25</td>
<td>24%</td>
</tr>
<tr>
<td>New Step 30</td>
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<td>$61.22</td>
<td>$14.82</td>
<td>32%</td>
</tr>
</tbody>
</table>

Wages are still subject to formal review
"I am proud of the work our bargaining team has accomplished and all of our members that have supported us. I am voting yes because I truly believe this is the best offer Providence will give. After 10 plus months of extensive negotiations and the strike, we're seeing a contract that provides changes and opens the door to continue to improve standards."

-Christy Youngquist, Clinics

"Thank you to everyone who supported the bargaining group over the last ten months --from the united front of everyone during the strike to the long hours of bargaining. This solidarity allowed us to remain strong during the negotiations. We believe this contract is well worth it. Feel free to ask us any questions. Look at the information provided. I will be voting a strong Yes."

-Tracy Hutkowski, ICU & MS
DIFFERENTIALS & OTHER IMPROVEMENTS

- $5.00/hr Standby, up from $4.50/hr
- $12/hr Additional Shift Surgical Standby, up from $8/hr
- $3.60/hr Charge RN Differential, up from $2.50/hr
- $3.00 Relief Charge RN Differential, up from $2.25/hr
- $2.75/hr Preceptor Diff, up from $2.50/hr
- $2.40/hr Eve Diff, up from $2.20/hr
- $5.57/hr Noc Diff, up from $5.50/hr
- $1.75/hr Weekend Diff, up from $1.40/hr
- $2.00 Weekend Shift Differential, up from $1.25
- $17 Extra Shift Differential
- NEW $500 Re-Certification Stipend

Martin Luther King Jr. Day is now a Holiday

MAJOR WINS ON STAFFING & SAFETY

PSH Now Has RN Staffing Requirements that Can be Enforced by the Grievance Process in our Contracts!

- Makes the staffing law enforceable through our contract: Providence is explicitly required to adhere to Oregon's Hospital Nurse Staffing Law.
- Process for troubleshooting patient capacity & staffing concerns: Requires troubleshooting of patient capacity concerns with Charge RNs.
- Break RN Pilot To End Buddy Breaking Across the Hospital
- Strengthened the Hospital Nurse Staffing Committee (HNSC): Direct Care nurses will have additional resources to conduct their work.
- Vacancies Must be Posted Within Two Weeks, unless determining factors require additional time.
- UBCs shall have access to information about FTEs and Vacancies
- Additional rights and protections for orientation when floating: Can only be floated to units where nurse has been oriented and UBC will develop written guidelines.
Your elected ONA RN bargaining team firmly believes this contract deserves a YES vote.

Ratification Voting Starts Friday!
Vote by text - OregonRN.org/Update - Opt-in to Texts

Zoom Meetings: Mon & Wed at 1930
https://us06web.zoom.us/j/5773128884?
pwd=cVh5SmYvd3BhNGhieGdhMFR6QW41QT
  09
  Password: ONA

In Solidarity, Your ONA RN Bargaining Team at PSH
Nathan Weiler (ED), Mary Romanagigi (ED), Christy Youngquist (Clinic), Molly Hasenkamp (Surgical Services), Tracy Hutkowski (ICU/MS), Gabriel Erbs, ONA Labor Representative
Our union's power comes from our members, period. The overwhelming majority of Seaside nurses are members of our union, ONA.

JOIN HERE!
tinyurl.com/JoinONA