Hello ONA Nurses at PSH:

After two marathon joint PSH-PPMC-PHHH bargaining sessions, we are happy to announce a full tentative agreement for the contract at Providence Seaside Hospital.

This victory would not have occurred without engaging in our historic strike. Despite Providence’s threat to make their economic offer worse if we struck, our final tentative agreement is considerably richer than what was offered before the strike.

We didn’t win on all our aims, but through your commitment to collective action, we’ve secured an agreement with:

- Hospital & Home Health raises in Year 1 of between 11%-20%, with an average raise of 14% in Year 1. These wages are retro to December 2022, and are the same or higher than St. Vincent’s nurses started earning July 1, 2023.
- Clinic raises of between 15%-24% in Year 1, with an average raise of 20% in Year 1. Despite securing unprecedented increases for clinic nurses, Providence’s pay gap within our bargaining unit still exists, though smaller.
- Full retroactive pay – for every hour worked and PTO – going all the way back to expiration of our contract on December 1, 2022. Until today, management's retro proposal would have withheld retro pay for the period after the strike, and at a significant discount to the money we are actually owed.
- Staffing language which protects ratios and empowers our staffing committee to enforce safe staffing and break relief.
- 20 hours PTO added immediately to banks in Year 1 and 20 more hours PTO added in Year 2. This is in line with what St. Vincent’s won last year and what Providence is offering PPMC.
• Settlement of a hospital-wide grievance for missing PTO accruals, going back four years, and affecting every 12-hour nurse at PSH. This settlement will restore significant amounts of PTO to nurses’ banks.

• A 2-year agreement so we can go back to the table soon and address unresolved priorities in alignment with other ONA Providence bargaining units. Management insisted – until the very end – that we agree to a 3-year agreement, which would knock us out of alignment with bargaining at larger Providence facilities.

• We secured a modest improvement to the extra shift differential ($15-$17), but we feel strongly Providence must do more to incentivize extra shifts.

We heartily recommend a **Yes** vote on the tentative agreement. We hope this update is a useful summary, but a **full redline** copy showing all changes will be made available online before nurses are asked to ratify the contract offer.

After the 5-day redline agreement review period required by our bylaws, individual contract ratification ballots will be sent by text and/or email. Only ONA Members can vote on the tentative agreement. Not a member? [Join today!](#)

In the meantime, please join us via Zoom at either of the upcoming tentative agreement review meetings:

- **Tuesday, August 15 at 1930**
- **Wednesday, August 16 at 1930**

In Solidarity,

ONA-PSH Bargaining Committee
Nathan Weiler, ED
Mary Romanaggi, ED
Christy Youngquist, Clinic
Molly Hasenkamp, Surgical Services
Tracy Hutkowski, Medical-Surgical
Gabriel Erbs, ONA Labor Representative