Hello, ONA Nurses at Providence Seaside Hospital:

On Friday, our ONA Bargaining Committee met with PSH and Providence management representatives to conduct our third negotiation session. ONA’s 4,000 Providence nurses with seven open contracts in 2022-23 can course-correct our failed health system. During the decade leading up to the pandemic, ONA RNs cared for Providence's sickest patients as administrators dictated lean staffing models and hyper-focused on revenue expansion, increased investments, and the corporatization of care delivery. Providence administrators increased their cash on hand by nearly $680 million but refused to establish sufficient unit staffing, doubled patient assignments for meals and breaks, rationed resources, cut caregiver benefits, and created a system of ever-increasing patient acuity and throughput.

We opened negotiations at PSH with a presentation on critical proposals we plan to make to address the long-term recruitment and retention problems at the facility. We highlighted important areas where the company has allowed wages and working conditions to fall noticeably behind other facilities such as Providence St. Vincent, OHSU, and other Oregon hospitals.

To that end, we made bold proposals to lower health plan costs, and we shared our analysis of the employee health plan offered by Providence and identified key areas where costs have far exceeded those paid by area union nurses:
One more minor area where Providence is below market is overtime. All of PSH’s main hospital competitors offer daily overtime in addition to the weekly overtime required by law. To remedy that gap, we made a proposal for daily overtime.

And lastly, we made proposals to get contract differentials up to market, guided by the increases we just won at Providence St Vincent, Willamette Falls, and Milwaukie hospitals. Note that we plan to make proposals specific to surgical services and the house-wide extra shift incentive at a later date.

Our bargaining team is working to schedule our next negotiating session. Either at that session or at future sessions, we plan to make proposals around wages, staffing, paid leave, and other PSH-specific issues.

In Unity,

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