Hello ONA Nurses at PSH,

Last Thursday, we concluded our fourth bargaining session with Providence Seaside Hospital management, including a new attorney hired by Providence from outside law firm, Bullard Law.

While your union bargaining team completed our initial proposals during the previous session, Providence management has provided only a handful of counterproposals on small topics and staffing. We came to a small agreement to lower the annual census cap from 216 hours to 190 hours.

**Wages, Paid Leave, etc.**

Our team is frustrated with the employer’s delay in countering our wages, paid leave, and healthcare proposals. However, we expect more substantive counterproposals on those topics during our next scheduled session on January 31. We remain committed to an economic package that addresses the recruitment and retention crisis, fixes inequities inside management’s compensation approach between nurses, and makes Seaside one of the best places to work.

**Staffing**

The employer’s counterproposal on staffing will do little to address the staffing crisis at the hospital. Our proposal includes minimum staffing numbers for each unit and would require the employer to establish break nurses who would not be expected to take a patient assignment. Instead, Seaside management proposed years-old contract language from other Providence contracts in Oregon. That language did little to address the staffing crisis, prevent unsafe patient assignments, or stop RN burnout. It's a non-starter for our team, and we look forward to re-opening the discussion around staffing minimums and break nurses.

**Bargaining Update Zoom Session**

Join us this Wednesday, January 18 at 7:15 p.m. for a full update via Zoom.

Passcode: ONA
For a more robust summary of our bargaining progress, please click to view the latest worksite flyer.

In Unity,

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