



ONA AT PROVIDENCE ST. VINCENT BARGAINING UPDATE #2

October 13, 2026

Providence Wants Slow Wage Growth, EIT-for-STD Swap, Rewind on Minumum Staffing/UBC Victories

As promised, Providence came to the table today with counter-proposals to most of our proposals which we made to the employer during session #1 on 9/28.

For a comprehensive summary of their counter proposals, turn to the next page.



To review the full text of every management proposal and our initial proposals from 9/28, go to the [ONA-PSVMC webpage](#).



Of note, Providence countered with wage proposals very similar to those proposed by OHSU management. It's clear area hospitals are working together to suppress RN compensation and reverse the trends we've worked so hard to secure.

Additionally, management asked nurses, for the third contract cycle in a row, to give up EIT in exchange for short-term disability.

Our bargaining team will spend considerable time before our next session on Oct. 26 reviewing the counter-proposals.

Our primary task will be to identify areas of compromise – and areas where we must stand firm, because ONA nurses have said they are willing to take action to win new standards or protect past victories.

➔ Summary of **ONA Initial Proposals** & **Mgmt Responses** Next Page ➔

Executive Committee

Chair: Kathy Keane (Cardiology A)

Vice Chair: Katie Moslander (Orthopedics)

Secretary: Gina Ottinger (ED)

Treasurer: Daniel Taylor (Short Stay)

Member-at-large: Lisa Gregory (CICU)

Member-at-large: Dawn Jodell (L&D)

Member-at-large: Hannah Foreman (CICU)

Member-at-large: Chelsea Rice (7E)

Labor Representatives

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ONA Oregon Nurses Association
Caring for Oregon

Management Response Summary 10/12/26 Session

- Article 1 Recognition: Remove language excluding EKG RNs, since they joined our union this year
 - **Mgmt agreement. Our first (and only tentative agreement... so far!)**
- Article 2 Equality of Employment: Modernize disability language; add gender to protected class
 - **Mgmt rejection of protections for gender identity. Agreement to update disability language**
- Article 3-A Vacations: Increased accruals; address NOC holiday pay issue
 - **Mgmt rejection. Proposal to move all nurses on old system to PTO.**
- Article 3-B PTO: Increased accruals; address NOC holiday pay issue
 - **Mgmt rejection.**
- Article 4-B EIT: Expand use cased; eliminate waiting period; add family member's illness
 - **Mgmt proposal to sunset EIT and replace with company short-term disability program.**
- Article 5 Hours of Work: Limits on mandatory moves; strengthen weekend schedule protections
 - **Rejected ONA proposal to limit mandatory moves. Some discussion on weekends.**
- Article 6 Holidays: Address floating holiday issue (30 days +/-)
 - **Mgmt rejected**
- Article 7 Employment Status: Reduce duration of corrective action
 - **Mgmt rejected**
- Article 8 Floating: Add new floating differential
 - **Mgmt rejected. Proposal to clarify clusters**
- Article 9 Leave of Absence: Add immigration leave
 - **Mgmt still considering**
- Article 13 Association Business: Memorialize existing standards for room reservations
 - **Mgmt rejected**
- Article 16: Healthy Work Enviro/Staffing: Add additional UBC paid time; open shifts automatically get incentive/extra shift differential(s)
 - **Mgmt proposal to gut minimum RN/CNA staffing protections. ONA open shift proposal rejected.**
- Article 17: Workplace Safety & Tech: Improve ADA reasonable accommodation rights
 - **Rejected**

SEE NEXT PAGE FOR ADDITIONAL SUMMARIES

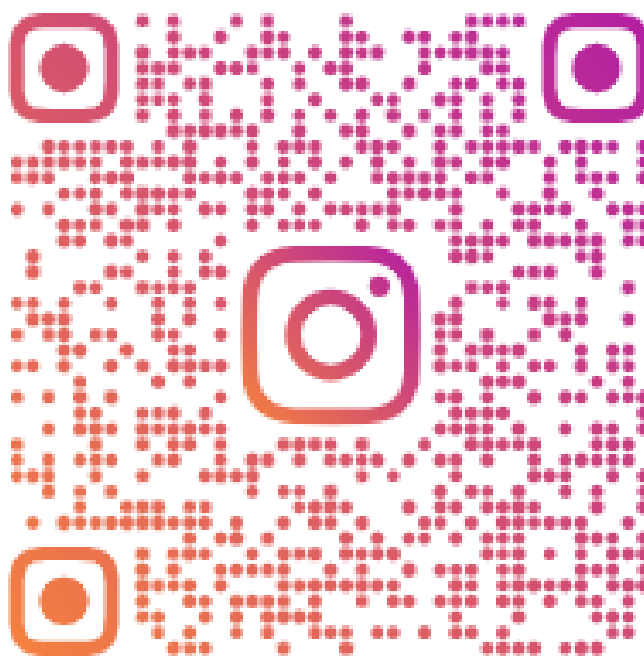
Management Response Summary 10/12/26 Session (cont.)

- Article 18 Seniority & Job Posting: Democratizing charge nurse hiring process; improving staff RN transfer rights; standardize staff RN job posting notices
 - **Rejected**
- Article 19 Reductions in Force/Low Census: Improved severance; longer notice period for layoffs, no MDO during holidays
 - **Rejected**
- Article 20 Resource Nurses: Increased differential
 - **Rejected. Additional holiday obligations for some units.**
- Article 22 Grievance Procedure: Shorter employer response timelines; improvement to group grievance terms
 - **Weaker grievance procedure**
- Article 25: Pending wage negotiations
 - **Mgmt proposed a 3-year contract that would likely take us out of alignment with OHSU bargaining**
- Appendix A: We proposed similar wages to those proposed by the ONA RN Bargaining Team at OHSU (Year 1: ~16% raises and Year 2: ~11% raises); fix 2 common pyramiding issues; improve PT extra shift pick-up rules
 - **Mgmt proposed similar wages as those proposed by the boss at OHSU (Year 1: 2%, Year 2: 1%, Year 3: 1%)**
- **Management proposed zero increases to any differentials**
- Recognize seniority of Providence RNs laid-off at other Oregon Providence facilities
 - **Rejected**
- Increased healthcare incentive to lower out-of-pocket healthcare costs
 - **Rejected**
- AI protections and shared governance over AI implementation
 - **Still considering**

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Follow the ONA-PSVMC Instagram for the latest bargaining and collective action updates!



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CONTRACT ACTION TEAM

*The heart of our strong
contract campaign at
PSVMC*



The contract action team (CAT) is a temporary team of union members who advise the bargaining team & provide campaign and bargaining updates to their unit.