Providence Women’s Clinic Bargaining Update – Feb. 6, 2024

Yesterday was a big day for bargaining at PWC! Your bargaining team brought big financial articles to the table including compensation and PTO for both RNs and Providers.

The day started with Provider bargaining in which we presented articles on Leaves of Absence, PTO, Hours of Work, and Compensation and Scheduling. We really focused on the issue of burnout among our providers and the need to set much stricter boundaries around the expectations on how many hours you all work. Additionally, we emphasized the opportunity to incentivize folks to stay with PWC through increased PTO based on years of service to PWC and wage scales based on years of service for both CNMs and NPs. After presenting all our articles in the first hour of bargaining, the management team chose to caucus (meet separately) to digest and discuss what we presented. We did not do any further bargaining for providers. You can see the proposals we made on our website. [https://www.oregonrn.org/pwc](https://www.oregonrn.org/pwc)

RN bargaining began with a similar tone. We presented articles on Leaves of Absence, Professional Development, and PTO. Then we took time to share stories that RNs gave to the team about different experiences you all have had choosing to work for PWC. The overarching theme was about how RNs feel disrespected by the extreme discrepancy in pay between hospital and clinic RNs and how this has led many RNs to make difficult choices to leave PWC for better-paying positions elsewhere. After sharing these experiences, we presented our wage proposal which would put clinic nurses on the same wage scale we are asking for in the hospital nurses' contracts across the Portland-metro area. In addition, we are proposing more opportunities for RNs to grow within the clinic setting with the option of obtaining additional certifications and the creation of a Clinical Ladder. Again, you can see our proposals on the website. [https://www.oregonrn.org/pwc](https://www.oregonrn.org/pwc)

We did not get a lot of direct feedback from management during bargaining. They signaled that they will have a very different wage proposal for providers in particular and indicated a very negative view of paying providers more for work over 40 hours in a week. We anticipate that the counter-proposals on compensation and hours of work will be significantly different from what we have proposed and that we have a lot of work ahead to come to agreement.

Our next scheduled bargaining sessions are several weeks away on Wednesday, February 28 from 12-2 p.m. for RNs and on Friday, March 1 from 8-10 a.m. for Providers. It is our team’s goal to complete work on all our proposed new articles so they may be presented at these
sessions. To do that, we will be reaching out to you all for final input on issues like retirement, workplace safety, and clinician input into clinic governance.

We will have a Contract Action Team meeting **tonight** to discuss ideas for getting more folks involved in our campaign for a great contract. Please join if you can!

**CAT meeting**  
TODAY, February 6  
8-9 p.m.  
[https://us06web.zoom.us/j/88276058730?pwd=VnV3WEY0NXlMcVRZT2U4L1QwaUhIZz09](https://us06web.zoom.us/j/88276058730?pwd=VnV3WEY0NXlMcVRZT2U4L1QwaUhIZz09)

As always, don't hesitate to reach out to your bargaining team with any questions or comments on what we are presenting. We appreciate everyone who came to the bargaining sessions yesterday and who wore their ONA swag. We are stronger together!

In solidarity,  
Your Bargaining Team  
Mandeep Kingra (MD)  
Jazmyne Hutchinson (RN)  
Christina Malango (RN)  
Jessica Newgard (CNM)  
Heather Wilson (CNM)  
Charlie Saltamalchia (MD)  
Shawna Meechan (ONA Rep)