



Caring for Oregon

Providence Women's Clinic RNs – Oct. 19, 2026

We met on Monday, Oct. 19, to bargain with management. They started the day by presenting their financial package response to our last proposal (in which we reduced our wage asks significantly to 12% and 12% and reduced the life of the contract by one year). Their package made very minimal movement toward us, increasing their wage proposals to 2.25% and 2% over the life of the contract. They made almost no movement in any other area other than to say that if we agreed to their full package proposal, then they would accept our reduced notice period proposal (14 days instead of 30 currently).

Our team was insulted by this language to say the least. However, we worked hard to turn around a proposal in short order that made significant movement toward management again, while maintaining our higher priorities (reasonable wages, better PTO, proper staffing, and RN involvement in Clinical Ladder).

Management is working on responding to our proposals and has committed to bringing their next response to our next scheduled bargaining session (Wednesday, Oct. 28).

Bargaining is definitely picking up pace and getting more spicy as we narrow the issues left on the table. We really appreciate all the support you have shown and continue to show. Please remember to wear your ONA gear on bargaining days and/or attend any portion of bargaining you can.

In solidarity,
Ryann Foster, ONA Chair
Rhonda Wise, ONA Membership Chair
Meghan Badinelli, ONA Grievance Chair

Upcoming Bargaining Sessions

Wednesday, October 28

9 a.m.-5 p.m.

ONA Offices

Thursday, November 5

9 a.m.-5 p.m.

ONA Offices

Friday, November 13

9 a.m.-5 p.m.

PPMC (HCC 6 and HCC8)