On October 5, our ONA bargaining team met with the Providence management team at 9 a.m.

Virginia Smith, acting as chief spokesperson, shared a powerful opening statement to alert management to the problems we intend to address in negotiations. The following is a portion of Virginia’s opening statement:

“…While we have been able to provide strong patient care, we recognize that we will continue to be faced with more challenges that potentially will strain our ability to provide strong care. In preparation for these challenges we will be proposing standards that validate medical best practices.

The historic passing of HB 2697, a bill that updates staffing requirements, will contribute to helping all of us be more prepared for the challenges that are ahead. The new staffing law improvements agreed to by nurse unions, the Oregon Hospital Association, and passed by the legislature, creates meaningful standards that will help repair our strained healthcare system.

Our bargaining proposals have been crafted to continue the work that we will need to do together in order to keep providing strong patient care at the center of what we all do. We intend to work with Providence to reach agreement on safe staffing, more affordable health benefits, and

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competitive wages, and paid leave language and more. We look forward to collaborating with Providence Willamette Falls to address these needs…”

After brief introductions, our bargaining team shared five proposals that move our priorities forward:

► **Article 7 Uninterrupted Patient Care:**
  Proposal to remove incendiary language.

► **Article 14 Hours of Work and Scheduling:**
  Integrate HB 2697, staffing ratios, meal and break language.

► **Article 19 Seniority:**
  Require positions to be posted when travelers are hired.

► **Article 20 Reduction in Force:**
  Strengthen lay off language.

► **New Article Low Census and Floating:**
  Strengthen MDO protections, define floating language.

Late in the afternoon, management returned to share their counter proposals. Management’s proposals reflected no meaningful progress. To view our proposals and management’s proposals, please click the links below.

► **Our Proposals:**
  [https://www.oregonrn.org/resource/resmgr/pwfc/2023-10-05_ona_counterpropos.pdf](https://www.oregonrn.org/resource/resmgr/pwfc/2023-10-05_ona_counterpropos.pdf)

► **Management’s Proposals:**

**Our next bargaining session** will be on **October 18** at the PWF Community Center at 9 a.m. Union members are encouraged to come and observe.

**Our ONA Bargaining Team**

- Virginia Smith - Chair
- Nicole Hudson - Vice Chair
- Stephanie Hammerschmith - Secretary
- Jay Formick - Treasurer
- Teresa Ralls-Hochstrasser - Membership Chair
- Kendra Lee - PNCC Chair
- Robin Barry - SSU
- Harty Neilsen - OR
- Jan Willson - PACU
- Travis Patterson - CAPU
- Josh Hellstrom - CAPU
- Mary Mattson - ICU Per Diem
- Timothy Welp - Labor Rep