Recap from the Table

We had a productive day of bargaining where we were able to ask Providence questions about their proposals and move some of our major priorities across the table. We discussed six of our bargaining proposals, reached a tentative agreement on Article 20 - Reduction in Force, a noncontroversial article, and received an opening wage proposal that would leave the nurses at PWFMC far below market standards.

<table>
<thead>
<tr>
<th>Raises</th>
<th>PWFMC Proposal</th>
<th>OHSU</th>
<th>St Charles (Bend)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1 Raises</td>
<td>7%-8% Raises</td>
<td>15% Raises</td>
<td>15% - 24% Raises</td>
</tr>
<tr>
<td>Base Pay Year 10 RN</td>
<td>$62.61</td>
<td>$69.64</td>
<td>$65.64</td>
</tr>
</tbody>
</table>

While Providence’s opening proposal is more than we are used to seeing from them as an opener on economics, it still does not address numerous economics we intend to move to the table, nor does it bring us up to market with OHSU and other competitors.

Our initial proposals today were for paid time off (PTO), which consisted of an increased accrual rate that would increase our annual accrual by 36 hours, removing the weekly and annual limit, and increasing our maximum accrual to two times the annual accrual. We also proposed new language to Article 22 that would give us increased protection from violence at work and allowances for work release in the event of a traumatic or violent event on a unit or the hospital.

We are committed to continuing to advance our priorities through our proposals, and we are encouraged by the level of collegiality and collaborative intent we see from Providence.

Continued on page 2
Recap from the table  continued from page 1

It is a clear sign of our power as a bargaining unit and ability to engage with our employer. We are confident we will come to an agreement.

Here is a quick summary of the day:

<table>
<thead>
<tr>
<th>ARTICLE:</th>
<th>WE PROPOSED:</th>
<th>THEY PROPOSED:</th>
</tr>
</thead>
</table>
| **ARTICLE 14: STAFFING AND SCHEDULING** | ♦ Staffing language that incorporates new nurse-to-patient ratios and “no buddies” break language  
♦ Scheduling deadlines  
♦ Defined Weekend scheduling  
♦ Call shift pick-up for surgical services | ♦ NO ratios  
♦ NO break language  
♦ 100-hour call limit for surgical services (up from 84) |
| **PER DIEMS** | ♦ 3 shift availability  
♦ No standby/call requirement  
♦ Qualify for double/extra incentive for shifts <48 hrs | ♦ 4 shift availability  
♦ LESS flexibility for shift availability and holidays  
♦ Retain requirement to take standby/call |
| **NEW ARTICLE ON LOW CENSUS & FLOATING** | ♦ Placing current Appendix A, 19.5, and new floating language  
♦ Floating language allows for nurses to determine if they are competent & qualified  
♦ Maintains non-mandatory status for non-mandatory nurses | ♦ Current waivers to be reviewed for necessity  
♦ Removing protection for new hires and floating  
♦ NO waiver process for helping hands and floating  
♦ Core charge nurses exempt from low census |

Continued on page 3
<table>
<thead>
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</thead>
<tbody>
<tr>
<td><strong>ARTICLE 21: PTO &amp; OTHER LEAVES</strong></td>
<td>♦ Increase accrual rate by 36 hours annually ♦ No weekly or annual limit ♦ Maximum accrual 2x annual accrual ♦ Inclusive bereavement language ♦ Short-Term Disability expansion to cover 100% in first 8 weeks of approved leaves ♦ Oregon Paid Leave language</td>
<td></td>
</tr>
<tr>
<td><strong>ARTICLE 22: WORKPLACE SAFETY AND TECHNOLOGY</strong></td>
<td>♦ Increased security presence house-wide, 24/7 in ED ♦ Metal detectors at all entrances ♦ Violence reporting, lock down process, and response to assault language</td>
<td></td>
</tr>
<tr>
<td><strong>ARTICLE 11: WAGES, OVERTIME, AND OTHER ECONOMICS</strong></td>
<td></td>
<td>♦ $2 market adjustment in year 1 ♦ 5% increase year 1, 3% increase year 2 ♦ Standby $8 ♦ Cert $3 ♦ Core Charge $4 ♦ <strong>NO</strong> R-Nurse bonus ♦ <strong>NO</strong> new gap steps (14, 17, 19, 23, 24 still no increase) ♦ <strong>NO</strong> differential increases ♦ <strong>NO</strong> changes to weekend differential or extra shift ♦ <strong>NO</strong> per diem differential increase ♦ <strong>NO</strong> change to pyramiding language</td>
</tr>
</tbody>
</table>
SEE LINKS TO WHOLE PROPOSALS BELOW:


Day of Action

Expect your Contract Action Team (CAT) member to help get you a t-shirt for our first statewide day of action coming up on Oct 31.

Let’s send a message of unity and resolve to Providence that we are going to stand united for strong staffing standards, fair wages and affordable health benefits. Providence must do better for nurses and patients.

Next Bargaining Date

Our next bargaining session will be on November 8 at the hospital.

We can do it!

Your 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
♦ Hartly Neilson - OR
♦ Jan Willson - PACU
♦ Travis Patterson - CAPU
♦ Josh Hellstrom - CAPU
♦ Mary Mattson - ICU Per Diem
♦ Timothy Welp - Labor Rep