Our bargaining team met yesterday with Providence in hopes of making progress on our top priorities. Our discussions were collaborative and collegial, but unfortunately Providence was not willing to make any meaningful movement on health benefits, wages and differentials, staffing, or PTO. Our team plainly explained that it has been hard to reconcile Providence’s statements about reaching an agreement before the current contract expires when they have yet to engage in any meaningful discussion of our nurses’ top priorities. Providence has proposed no improvements to health benefits and PTO, and they have offered substandard proposals on wages and staffing.

Providence stated they have “no intention” to be a top-tier employer, that they are fine with being a middle-tier employer, and they maintain they are competitive. They added they don’t see making any progress on economics unless we enter into mediation. We said that we think they have more opportunity to engage with us before bringing on a federal mediator.

Providence then asked us to give them a list of our highest priorities—we told them all our proposals are our top priorities, that’s why we’re maintaining our stance, especially while Providence continues to make record profits and is one of the fastest growing healthcare employers in the nation.

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We reiterated that while we are pleased with the progress we have made so far, we will not move off our priorities.

Here is the quick summary of where we are at on our top 4 priorities:

**WAGES:**
We are holding at increases of 19% in the first year, 9% in years 2 and 3. We have proposed increases on almost every differential, and two new differentials (floating and bilingual).

They are at $2.00 market adjustment and 5% in the first year, 4% in the second year. They have proposed increases on only standby ($8), core charge ($4) and cert pay ($3).

**HEALTH BENEFITS:**
This is where we are most apart. We are proposing decreases in costs for the HRA plan, and no changes in cost for the duration of the contract. They have said no to the decreased costs, and said they will not raise the costs more than 9% (which means they will potentially increase them that much).

**STAFFING:**
We are not too far apart on this, but we have not heard back from them on nurse-to-patient ratios, break nurse language, and fines for missed breaks.

Until we do, it is a presumed no from them.

**PTO:**
They are rejecting our rate increase proposals.

**OTHER PROPOSALS IMPORTANT TO PWF:**

- **LOW CENSUS:**
  We proposed a low census cap of 12 hours per pay period and 168 hours per year. Nurses have to be helping hands/float to be eligible, and it is only for mandatory low census. The hospital is interested.

- **FLOATING AND HELPING HANDS:**
  We proposed floating language for taking care of your own specialty in another unit, as well as a float differential for those shifts. We have proposed that each unit can develop a system for deciding who would float.

We agreed to helping hands language that moves getting a waiver to the ADA accommodations while maintaining the opt-out options for those nurses who chose to after six years at PWF. We also extended the protection of our new

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hires from working as helping hands to six months after orientation is complete. The hospital is in agreement on most of these proposals.

On a positive note, we were able to reach tentative agreements on Article Equality of Employment Opportunity and Article 19 Seniority.

We also reached a tentative agreement on Article 15 Educational Leave for increases to our tuition reimbursement and coverage of work-related coursework costs, as well as language about working from home on health streams and for meetings.

Upcoming Bargaining Session

Our next bargaining session will be on **Tuesday, December 19**. Please make sure you and your coworkers are wearing your ONA t-shirts on Dec.19 to show management that you want to see meaningful progress on the top issues of 300 registered nurses.

Talk to your Contract Action Team (CAT) member if you have questions.

Plan to attend one of the upcoming virtual bargaining update meetings where our bargaining team will be sharing more details about our efforts for a fair contract.

Virtual Union Meetings

Join us for union meetings that will be held virtually on the following dates:

- **Dec. 12**
  - 1130 to 1300
- **Dec. 14**
  - 1930 to 2030

Watch for a text message with the link to join the meeting.
Contract Corner

**DID YOU KNOW?**

Article 14.9B4 says that if you pick up an extra shift, you get extra shift incentive for the whole shift regardless if you work it or not. Make sure you are getting paid correctly! If you are missing pay, please let your manager know so you can get paid!

**ONA Has A New Voting System - Opt-In NOW To Make Sure You Can Vote Later!**

Your voice is your power. To help ensure your voice is heard in local elections, contract ratification votes, and even strike votes, ONA is excited to move forward with a new, easier to use electronic voting system that allows members to vote via email and text message while maintaining the highest level of privacy and integrity.

During a vote, a unique link is sent to every eligible voter directly via email and/or text message. BUT…

To receive future voting links via text message, you must opt-in to receiving ONA text messages first!

Make sure your voice can be heard during your next election and visit www.OregonRN.org/Update to update your contact information and opt-in for emails and text messages.