Yesterday our bargaining team met again and presented bargaining proposals that represent the priorities nurses have clearly identified though bargaining surveys and through direct conversations with ONA bargaining team members. Our priorities remain clear: meaningful health benefit improvements, market wage increases, safe staffing protections, and increases to PTO. Yesterday’s session produced mixed results.

**HERE ARE THE HIGHLIGHTS, FIRST THE GOOD NEWS:**

- Our 6/2 schedule proposal continues to make real progress giving us hope that a pilot program for 6/2 schedule (3 months working followed by 1 month off with pay) appears to be very close to being mutually agreed to by management.
- We have reached eleven tentative agreements (TAs) on non-economic issues.

**NOW, THE NOT SO GOOD NEWS:**

- Management’s bargaining team continues to hold sub-standard positions on virtually all of the major economic issues that we have raised through proposals.
- PWFMC flatly denied our health benefit proposal that would bring us closer to

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market standards for comparable health care systems.
- PWFMC has proposed below market wages and differentials.
- PWFMC has rejected our staffing proposals on nurse safety, trauma informed support for nurses who have experienced violence or trauma on the job, and they have been vague in their response to our meal and break proposals.
- PWFMC flatly rejected any increase to PTO.
- PWFMC continues to demand per diem expectations that are significantly above expectations of all other Providence hospitals in Oregon.

Next Bargaining Sessions

Our next bargaining sessions are scheduled on:
January 22 | February 7 | February 28

We Need You!

Our current contract expires December 31, 2023, but it is important to remember that our current contract conditions stay in place while we are bargaining for our successor contract.

Given that we have a month before our next session, our bargaining team wants to urge you to talk with your contract action team (CAT) members about questions or how to support our bargaining proposals. Also, remember to wear your ONA t-shirts regularly to show support and solidarity with the priorities we have come together to win. We have strength in numbers, and we are standing shoulder to shoulder with thousands of Providence nurses and healthcare workers across the state to ensure we maintain strong patient care standards and fair working conditions.