ONA BARGAINING FACT CHECK

Providence recently told its RNs it cannot offer standards similar to other health systems. However, they take a very different approach for executive compensation.

<table>
<thead>
<tr>
<th>Employer</th>
<th>Providence</th>
<th>OHSU</th>
<th>St. Charles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Executive’s Salary</td>
<td>$9,200,000</td>
<td>$1,400,000</td>
<td>$1,300,000</td>
</tr>
</tbody>
</table>

As of July 2025, Providence’s wage proposal leaves PWFMC RNs an **average of $10.03 per hour below OHSU’s wages**, despite their claims about competitive wages.

<table>
<thead>
<tr>
<th>Steps</th>
<th>OHSU (July 2025)</th>
<th>PWFMC Proposal (July 2025)</th>
<th>Percentage Behind</th>
<th>Amount Behind Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry</td>
<td>$57.87</td>
<td>$51.06</td>
<td>13.33%</td>
<td>$6.81</td>
</tr>
<tr>
<td>1</td>
<td>$60.67</td>
<td>$54.17</td>
<td>12.00%</td>
<td>$6.50</td>
</tr>
<tr>
<td>2</td>
<td>$63.56</td>
<td>$55.62</td>
<td>14.28%</td>
<td>$7.94</td>
</tr>
<tr>
<td>3</td>
<td>$66.71</td>
<td>$57.36</td>
<td>16.30%</td>
<td>$9.35</td>
</tr>
<tr>
<td>4</td>
<td>$69.72</td>
<td>$59.55</td>
<td>17.07%</td>
<td>$10.17</td>
</tr>
<tr>
<td>5</td>
<td>$70.38</td>
<td>$61.91</td>
<td>13.68%</td>
<td>$8.47</td>
</tr>
<tr>
<td>6</td>
<td>$71.05</td>
<td>$62.28</td>
<td>14.08%</td>
<td>$8.77</td>
</tr>
<tr>
<td>7</td>
<td>$71.72</td>
<td>$63.04</td>
<td>13.77%</td>
<td>$8.68</td>
</tr>
<tr>
<td>8</td>
<td>$72.39</td>
<td>$63.80</td>
<td>13.46%</td>
<td>$8.59</td>
</tr>
<tr>
<td>9</td>
<td>$73.08</td>
<td>$64.15</td>
<td>13.92%</td>
<td>$8.39</td>
</tr>
<tr>
<td>10</td>
<td>$73.79</td>
<td>$64.49</td>
<td>14.42%</td>
<td>$9.30</td>
</tr>
<tr>
<td>11</td>
<td>$74.50</td>
<td>$64.95</td>
<td>14.70%</td>
<td>$9.55</td>
</tr>
<tr>
<td>12</td>
<td>$75.21</td>
<td>$65.42</td>
<td>14.96%</td>
<td>$9.79</td>
</tr>
<tr>
<td>13</td>
<td>$75.92</td>
<td>$65.93</td>
<td>15.15%</td>
<td>$9.99</td>
</tr>
<tr>
<td>14</td>
<td>$76.64</td>
<td>$65.93</td>
<td>16.24%</td>
<td>$10.71</td>
</tr>
<tr>
<td>15</td>
<td>$77.37</td>
<td>$66.87</td>
<td>15.70%</td>
<td>$10.50</td>
</tr>
<tr>
<td>16</td>
<td>$78.10</td>
<td>$67.36</td>
<td>15.94%</td>
<td>$10.74</td>
</tr>
<tr>
<td>17</td>
<td>$78.83</td>
<td>$67.36</td>
<td>17.02%</td>
<td>$11.47</td>
</tr>
<tr>
<td>18</td>
<td>$79.56</td>
<td>$68.36</td>
<td>16.38%</td>
<td>$11.20</td>
</tr>
<tr>
<td>19</td>
<td>$80.28</td>
<td>$68.36</td>
<td>17.44%</td>
<td>$11.92</td>
</tr>
<tr>
<td>20</td>
<td>$81.04</td>
<td>$70.01</td>
<td>15.75%</td>
<td>$11.03</td>
</tr>
<tr>
<td>21</td>
<td>$81.79</td>
<td>$70.64</td>
<td>15.78%</td>
<td>$11.15</td>
</tr>
<tr>
<td>22</td>
<td>$82.54</td>
<td>$70.97</td>
<td>16.30%</td>
<td>$11.57</td>
</tr>
<tr>
<td>23</td>
<td>$83.29</td>
<td>$70.97</td>
<td>17.36%</td>
<td>$12.32</td>
</tr>
<tr>
<td>24</td>
<td>$84.05</td>
<td>$70.97</td>
<td>18.43%</td>
<td>$13.08</td>
</tr>
<tr>
<td>25</td>
<td>$84.84</td>
<td>$72.57</td>
<td>16.98%</td>
<td>$12.32</td>
</tr>
</tbody>
</table>

**Averages:**
- OHSU: $74.80
- PWFMC: $64.77

**15.49%**

**$10.03**

Yellow highlight indicates pay freeze for two or more steps.

ONA has proposed a 30 Step pay structure without pay freezes between steps.
Providence is significantly below top of market standards for multiple key differentials!

<table>
<thead>
<tr>
<th>Differentials</th>
<th>OHSU</th>
<th>Providence</th>
<th>Amount behind Top</th>
<th>Percent behind top</th>
<th>ONA’s Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Night Shift</td>
<td>$9.88</td>
<td>$6.20</td>
<td>$3.68</td>
<td>37%</td>
<td>$12.00/16.00</td>
</tr>
<tr>
<td>Extra Shift</td>
<td>$46.00</td>
<td>$19.00</td>
<td>$27.00</td>
<td>59%</td>
<td>$32.00</td>
</tr>
<tr>
<td>Weekend</td>
<td>$4.75</td>
<td>$2.00</td>
<td>$2.75</td>
<td>58%</td>
<td>$5.00</td>
</tr>
<tr>
<td>Bilingual Pay</td>
<td>$3000.00 per yr.</td>
<td>$0.00</td>
<td>$3000.00</td>
<td>100%</td>
<td>$3000.00 per yr.</td>
</tr>
</tbody>
</table>

RNs who sacrifice the most for Providence by working nights, floating, etc. are furthest behind. Here’s a NOC shift RN compares to OHSU by July 2025.

<table>
<thead>
<tr>
<th>Wage Rate Night Shift</th>
<th>OHSU</th>
<th>PWFMC</th>
<th>Percent Behind</th>
<th>.9 FTE Amount Behind per Yr.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry</td>
<td>$65.39</td>
<td>$57.26</td>
<td>14.20%</td>
<td>$17,382.23</td>
</tr>
<tr>
<td>Yr 5</td>
<td>$78.78</td>
<td>$68.11</td>
<td>15.67%</td>
<td>$23,109.51</td>
</tr>
<tr>
<td>Yr 10</td>
<td>$82.58</td>
<td>$70.69</td>
<td>16.82%</td>
<td>$26,002.00</td>
</tr>
<tr>
<td>Yr 15</td>
<td>$86.60</td>
<td>$77.07</td>
<td>12.37%</td>
<td>$20,053.65</td>
</tr>
<tr>
<td>Yr 20</td>
<td>$90.72</td>
<td>$76.21</td>
<td>19.04%</td>
<td>$32,335.22</td>
</tr>
<tr>
<td>Yr 25</td>
<td>$94.98</td>
<td>$78.77</td>
<td>20.58%</td>
<td>$36,591.77</td>
</tr>
<tr>
<td>Yr 30</td>
<td>$99.49</td>
<td>No proposal</td>
<td>?</td>
<td></td>
</tr>
</tbody>
</table>

Providence and Kaiser are two of Oregon’s largest coordinated care systems with health plans, clinics, and hospitals throughout Oregon.

Here’s an overview of total you pay in *premiers and deductibles for a family* health plan as compared to Kaiser RNs during a three-year contract.

<table>
<thead>
<tr>
<th>Plan Design (Family)</th>
<th>Kaiser</th>
<th>Providence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Premium</td>
<td>$163.80</td>
<td>$1,281.80</td>
</tr>
<tr>
<td>Deductible</td>
<td>$0.00</td>
<td>$2,300.00</td>
</tr>
<tr>
<td>Max Total Cost for One Year</td>
<td>$163.80</td>
<td>$3,581.00</td>
</tr>
<tr>
<td>Max Total Cost During A Three year contract</td>
<td>$491.40</td>
<td><strong>$10,743.00</strong></td>
</tr>
</tbody>
</table>
Here’s an overview of total maximum you could pay for a family health plan’s premium and out of pocket max as compared to Kaiser RNs during a three-year contract.

<table>
<thead>
<tr>
<th>Plan Design (Family Plan)</th>
<th>Kaiser</th>
<th>Providence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Premium</td>
<td>$163.80</td>
<td>$1,281.80</td>
</tr>
<tr>
<td>Max Out of Pocket</td>
<td>$1,500.00</td>
<td>$6,600.00</td>
</tr>
<tr>
<td>Max Total Cost for One Year</td>
<td>$1,663.80</td>
<td>$7,881.80</td>
</tr>
<tr>
<td>Max Total Cost During A three-year contract</td>
<td>$4,991.40</td>
<td>$23,645.40</td>
</tr>
</tbody>
</table>

Here’s an overview of total you pay in premiums and deductibles for an individual health plan as compared to Kaiser RNs during a three-year contract.

<table>
<thead>
<tr>
<th>Plan Design (Individual)</th>
<th>Kaiser</th>
<th>Providence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Premium</td>
<td>$163.80</td>
<td>$349.70</td>
</tr>
<tr>
<td>Deductible</td>
<td>$0.00</td>
<td>$1,150.00</td>
</tr>
<tr>
<td>Max Total Cost for One Year</td>
<td>$163.80</td>
<td>$1,499.70</td>
</tr>
<tr>
<td>Max Total Cost During A three-year contract</td>
<td>$491.40</td>
<td>$4,499.10</td>
</tr>
</tbody>
</table>

Here’s an overview of total you pay in premiums and maximum out of pocket for an individual health plan as compared to Kaiser RNs during a three-year contract.

<table>
<thead>
<tr>
<th>Plan Design (Individual)</th>
<th>Kaiser</th>
<th>Providence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Premium</td>
<td>$163.80</td>
<td>$349.70</td>
</tr>
<tr>
<td>Max out of pocket</td>
<td>$750</td>
<td>$3,300.00</td>
</tr>
<tr>
<td>Max Total Cost for One Year</td>
<td>$913.80</td>
<td>$3,649.70</td>
</tr>
<tr>
<td>Max Total Cost During A Three-year contract</td>
<td>$2,741.40</td>
<td>$10,949.10</td>
</tr>
</tbody>
</table>
SHOW SUPPORT FOR A FAIR CONTRACT
JOIN COWORKERS IN BARGAINING,
9:30 A.M. WEDNESDAY, FEBRUARY 7
IN CONFERENCE ROOM 1 OF THE HOSPITAL