

BARGAINING UPDATE #3



LEADERSHIP AND INFORMATION

Bargaining Team

Chair: Virginia Smith (Med/Surg)

Vice-Chair: Stephanie Hammerschmith
(BirthPlace)

Treasurer: Jay Formick (Med/Surg)

Secretary: Jillian Bell (Float/Resource Pool)

Grievance Chair: Hartly Nielsen (OR)

PNCC Chair: Vacant

Membership Chair: Vacant

Negotiation Team: Alicia Alley, OB Acute

Negotiation Team: Patti Ewing, Day Surgery

ONA

Labor Representative

Timothy Welp
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UPDATES FROM THE TABLE

We had another productive day of bargaining. Together with the bargaining units at Milwaukie and Newberg, we made the bulk of our proposals.

HERE IS WHAT WE PASSED TO PROVIDENCE:

- **Wages:** Cost of living is still rising, and wages need to keep up. We proposed a 7.5% across the board increase to wages to balance the steps, as well as increases at milestone steps. The proposal includes a 4% across the board increase in June 2027 and an 11% across the board increase in January 2028. Our proposals on wages reflect market wages and would bring us up to what Providence counterproposed at PSVMC on Oct. 12.
- **Differentials:** We proposed increases to night, evening, weekend, extra shift, preceptor, charge (core and relief), certification, and per diem differentials, as well as adding a resource nurse differential.
- **Standby:** We proposed increasing standby pay to Oregon minimum wage (\$16.80 for Clackamas County within the urban growth boundary). We also clarified language pertaining to when the callback period starts to capture our current and past practice.
- **Holidays:** We proposed changing the way night shift receives holiday pay to being paid for hours worked on that holiday, rather than for the entire shift where the majority of hours worked fall on the holiday.
- **Article 9 - Health Benefits :**
 - We included language clarifying the short-term disability and paid parental leave benefits provided by Providence and how they intersect with Paid Leave Oregon.

UPDATES FROM THE TABLE ... CONTINUED

- **Article 9 - Health Benefits :**

- **Increased Health Incentive:** We proposed that Providence pay the current maximum health incentive to nurses based on the health plan they are enrolled in, regardless of participation in Personify. Nurses may earn additional health incentives through optional participation in Personify.

- **Article 14 - Paid Time Off :**

- The main changes to this article we have presented are increases to rate of PTO accrual and PTO cap regardless of FTE, as well as PTO accrual on standby hours.

- **Article 26 - Successors:**

- This language ensures that our contract is a condition in the sale if the Medical Center were ever to be sold to another entity.

- **MOUs/LOA:**

- **AI:** We presented a robust memorandum of understanding pertaining to generative AI, which aims to ensure protections from mandatory use of AI without shared decision making with the hospital, job loss due to AI, privacy and tracking, and disciplinary action stemming from AI without review by a human (nurse manager and/or HR business partner).
- **Clinical Ladder:** We want to build a clinical ladder program to encourage nurses to further their professional practice with a financial incentive in the form of an extra differential.

We responded to most of Providence's counterproposals from last session. We are still working on some of them to ensure they are the best possible proposals from us. We are expecting tentative agreements on:

- **Article 3 - Definitions**
- **Article 4 - Association Membership Rights**
- **Article 13 - Workplace Safety and Technology**

We are waiting to hear back on from Providence on the following Articles: hours of work and scheduling, low census, staffing, and retirement.

NEXT BARGAINING SESSION

Join us for our next bargaining session in two weeks
on Wednesday, Oct. 28.



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