Our bargaining team met with administration for our third bargaining session. Early in our bargaining session our team called out that we believe that Providence has been acting in a morally bankrupt fashion towards their nurses. WE gave multiple examples of how Providence’s rhetoric clearly did not match Providence’s unsupportive behavior towards Registered Nurses. Our examples contrasted phrases like “how can I ease your way” and “Providence’s Mission statement” with the lived experience of nurses over the last 20 months or more by pointing out ways in which Providence has refused to maintain even industry standards around additional PTO for nurse working during COVID, by Providence telling nurses that they “cannot bargaining Health Insurance Benefits because it’s a regional issue”, and most recently by refusing to bargain modest retention bonuses to recognize the hardships and value of their current nurses.

Our bargaining team proposed Health Insurance Benefits that would match what other comparable Health Care Systems (Kaiser and OHSU) currently provide for their nurses. For example, we have proposed a benefit for nurses under the PPO benefit that would cost nurses roughly ¼ to ½ of what nurses currently pay out of pocket. These same proposals were made by the nurses at PSVMC on October 21st.

Other proposals made by your ONA bargaining team include:

- Incorporating the per diem nurses throughout the contract regarding scheduling and pay
- Include the cross-trained nurses in a more integral way, and formally include the SANE program into Article 3
- Updates to our grievance process (article 6), asking for a dedicated space in the hospital to store ONA items (article 10), updates for doing HealthStream at home on paid time (article 15), updates to our seniority language, including a proposal on unit-based seniority (article 19), inclusion of health care unit restructuring language (article 20), and updates to discipline language in article 24 have been made.
- A low census cap in Appendix B which captures where we left off from negotiations on the last contract and meetings over the last two year. Our proposal limits the amount of mandatory low census to 1-2 days of low census per 4-week schedule period, depending on whether the nurse is cross-trained or helping hands.

Our next Bargaining Session will be on Nov 11th from 10 am till 5.

Our Team has scheduled two virtual union meetings for nurses to get more detailed updates about what is happening about bargaining and other events that are happening that impact us as ONA nurses. Please reach out to your unit Contract Action Team (CAT) member for the links to the Virtual Union meetings on Nov 8th from 6 pm to 7 and Nov 9th from 8 pm to 9.

In solidarity,

Your bargaining team.