NURSES WIN!

ONA NURSES FORCE PROVIDENCE INTO JOINT NEGOTIATIONS ON 3 OPEN CONTRACTS & REACH HISTORIC TENTATIVE AGREEMENTS!

Your ONA Nurse Bargaining Teams at Prov. St. Vincent and Prov. Will. Falls successfully secured tentative agreements (TAs) at an unprecedented shared bargaining table after a 24-hour negotiation ending on June 29.

Your ONA Nurse Team at Prov. Milwaukie also TAed the majority of its contract and will continue bargaining with our full support on July 7.


YOUR ELECTED NURSE LEADERS UNANIMOUSLY RECOMMEND A YES VOTE ON BOTH TENTATIVE AGREEMENTS.
After nine months at the table, it came down to an all-night 24-hour bargaining session with Providence for your bargaining team to reach a tentative agreement. Your ONA nurse team at PWF worked alongside the ONA nurse teams at Prov. St Vincent's and Prov. Milwaukie to show our unity and demonstrate the leverage 2,000 nurses have when standing up to Providence to win strong contracts for ONA nurses.

We ultimately achieved major economic wins for the ONA nurses of PWF, including an 8% increase in the first year with retro pay, increases to all differentials, double time for extra shifts less than 48 from when they were picked up, and modest cost reductions to our EPO health insurance option. We were not able to secure changes to our PTO accrual rates this bargaining cycle, but with a 2-year duration, we will have our opportunity next year to take Providence on at a system-level for improvements to our leave accruals.

Another huge win for the nurses of PWF is the solidarity we have built with each other and our colleagues across the Providence bargaining units over the course of this contract negotiation cycle. Our unity is tremendously valuable to keep holding Providence accountable to raising our standards for working conditions, nurse practice, and patient safety.

Your ONA bargaining team at PWF is grateful for every one of our colleagues—we are committed to this fight for all of us. We are especially thankful for all the nurses who have stepped into ONA nurse leadership roles to help grow our solidarity—our Contract Action Team members, everyone who attended the information pickets, signed petitions, attended strike trainings, and participated in our strike authorization vote. Our unity is powerful not only for the ONA nurses of Providence but for all nurses across Oregon and the national stage. We are also tremendously grateful to our intrepid ONA labor staff who have been our strategists and experts on how to take on the healthcare juggernaut that is Providence.

We are proud to be ONA nurses and to recommend this TA for a YES vote.

In Solidarity, Your ONA Nurse Bargaining Team: Virginia Smith (PWFMC), Jay Formick (PWFMC), Sarah Amar (PWFMC), Robin Barry (PWFMC), Jan Wilson (PWFMC), Stephanie Hammerschmith (PWFMC)

**NURSE WINS AT PWF**

**Economics**
- Full retro pay to Jan 2, 2022
- Market adjustment $2/hr. steps 1-6, $2.75/hr. steps 8+
- Across-the-board increases of 3% each year of the contract
- Add steps 7 and 11 to wages table
- $1750 for FT/$1000 for PT for 30 yr nurses
- $1750 for FT/$1000 for PT for 40 yr nurses
- Evening shift $2.85
- Night differential $6.20
- Weekend differential $2.00
- Standby call rate $6.00
- Extra shift premium $19.00
- Extra shift differential for any extra shift, whether worked or not, including extra scheduled call shifts
- Double pay for extra shifts picked up within 48 hours of shift start
- Certification premium $2.75
- Resource Nurses: $2,000 one-time bonus for 2 certs
- Charge Nurse differential: Core $3.60, Relief $3.00
- Per diem differential $4.00
- Preceptor $3.00
- Resuscitation Nurse: $1,000 bonus for all R-Nurses, same for all nurses who onboard to the role through 2023
- $750 bonus for new Cross-Trained nurses
- Use of any remaining EIT balance for OFLA/FMLA approved leaves to care for a family member

**Staffing**
- Strong & detailed language regarding hospital commitment to following unit-level nurse staffing plans, staffing for rest and meal breaks, and staffing committee work

**Health Insurance**
- Reduced cost of EPO plan by $1,500 annually
- No increases greater than 7-8% over the course of the contract

**Scheduling**
- Clarity on overall scheduling language
- New variable nurse scheduling language
- Detailed call schedule language for Surgical Services
- Retained current language on PTO use for rest period following a worked call shift
- Clarity on extra shift scheduling
- Agreement on 6/2 scheduling pilot

**Nurse Practice & Safety**
- Recognize Per Diems RNs:
  - Available for 4 shifts in a four-week schedule
  - Raise eligibility
  - Exemption for scheduling period each year
- Updated PNCC language
- Updated grievance procedure language
- New workplace safety and technology language:
  - Includes language for workplace infectious disease cost coverage
  - Safety language regarding personal safety and workplace concerns
- Unit level seniority language
- Retained current language on helping hands
- Clarified Cross-Training MOU

**Our Next Contract Goals**
- Low census cap
- Increase in PTO accrual
- Better cost reduction in health insurance
- Break nurses in staffing language

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**TA DROP-IN INFO SESSIONS**

**WED. JULY 6**

1000-1400 AND 1700-2000

IN-PERSON LOCATION - PWF CONF. ROOM 2

VIRTUAL OPTION - HTTPS://BIT.LY/3BZYRO9

**TA ELECTRONIC VOTE**

OPENS FRIDAY, JULY 8 AT 8 AM
CLOSES MONDAY, JULY 11 AT 1PM