

Nurse Case Managers Now Integrated Into Labor Contract

In 2024, nurse case managers (NCMs) working at Madras, Redmond, Prineville, and Bend St. Charles hospitals voted to join the Bend ONA. In January 2025, the ONA Bend executive committee along with NCMS finished negotiating a letter of agreement (LOA) with St. Charles that fully integrates the NCMs into the Bend labor contract.

NCMs are now receiving all of the protections and benefits of the labor contract, including having a voice in their own DPC and staffing committee, defined seniority, and floating rules. Salaried NCMs are being converted to hourly employees and most NCMs will receive significant pay raises over the next 18 months.

St. Charles NCM pay levels are far below what NCMs are paid elsewhere. Even with these pay increases, NCMs will still be paid less than other NCMs and other nurses in our current labor contract. There is still work to be done and steps remain to make NCMs equal to other nurses. Future labor contract negotiations will give opportunity for these hard-working NCMs catch up fully with other nurses.

Congratulations to NCMs on the LOA and big first steps towards equity with other NCMs and other nurses!

Grievance/Arbitration Report

Active Grievances - 4

Pending Arbitrations - 7

Completed Arbitrations Awaiting Decision - 1

Active grievance issues include:

Education pay, job assignments, move to relief status rules and process, seniority and preference list rules

Pending arbitrations cases include:

Short-term disability, violations of the contract related to unjust employee discipline, floating practices

ONA/ STC-B Executive Committee

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Joel Hernandez, RN (OR)

ONA Unit Rep:

Vacant

Alternate:

Robert Carlomagno, RN
(IMCU)

Labor Representative

Jason Herring

(503) 293-0011

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STC-B Website



[https://www.oregonrn.org/
page/STCB](https://www.oregonrn.org/page/STCB)

Title: 5000+ ONA-represented RNs, MDs and APPs strike against Providence Health Systems for a fair contract!

Progress being made in mediation towards settlement, strike lines holding strong!

5000+ RNs, MDs, advanced practice providers (APPs) and other healthcare providers in 11 ONA bargaining units, working at 8 Providence Health Systems hospitals and 6 Women's health clinics in Oregon went on strike in January 2025. The strike was the unfortunate result of Providence Health Systems of Oregon not taking caregiver concerns about patient safety/safe staffing levels, affordable employee benefits, and competitive pay that allows for recruitment and retention of staff seriously. The ONA member-led bargaining teams have been negotiating without significant progress for months and in some cases over a year with Providence.

Nurses and doctors have been striking for 4 weeks and are now in intensive mediation with federal mediators. The goal remains the same, a fair contract that allows for caregiver and patient safety, affordable employee health benefits, and compensation that promotes retaining valued caregivers and recruiting and retaining new caregivers within the Providence system.

Two bargaining units at the Providence Women's Clinics have tentatively agreed to contracts with the help of federal mediators and are voting on the agreement; mediation remains ongoing for the other 9 bargaining units as of early Tuesday, Feb. 4.

Most ONA-represented Providence workers remain on strike as teams work to find a fair contract. You can get more information and ways to support their efforts at:

www.oregonrn.org/patientsbeforeprofits



Lessons from Providence Strike For Bend

The relationship between the Bend ONA and St. Charles is different than the relationship between the 11 Providence RN, MD, and APP bargaining units and Providence Health Systems. However, there are similarities between some of the bargaining proposals and decisions made by Providence Health Systems and St. Charles related to patient safety and pay/benefits.

The Bend ONA labor contract expires on June 30, 2026 and we expect to begin negotiations January 2026, less than a year from now. We hope to have productive negotiations that lead to a fair contract, without the need for informational picketing, protests, and risk of a full open-ended strike. Your Bend ONA executive committee hopes that St. Charles feels the same way.

A strike is a last resort for labor unions when labor contract negotiations have broken down. The purpose of a strike is to stop our work until an employer is willing to come back to the bargaining table and meaningfully negotiate with the employees to achieve a fair labor contract.

So what lessons can St. Charles nurses take from the Providence strike?

1. Create a Personal Strike Piggy Bank.

Each nurse should consider creating a personal strike fund with a minimum of 2 months of living and emergency expenses. If you are able, put money aside each month to fund it. During a strike you may be able to rely on other emergency assistance but having a personal strike fund can help make sure that in the unlikely event that you have to go without income during a strike, you can pay your rent/mortgage, car payment, and cover other expenses. Emergency assistance and strike funds are sometimes delayed. Having a “strike piggy bank” can help in the unlikely event that you need to go without pay for a short period of time.

2. Get Good Information.

During moments of tension in contract negotiations, misinformation and rumors run wild. Trust ONA for accurate information. ONA Bend has contract action team (CAT) members who volunteer to be a point of contact for you to get good, accurate information. Managers may be kind and well-intended but as tensions heat up, they will often “tow the company line” out of fear for their own jobs. ONA is a professional association and labor union made up of nurses, just like you! ONA stands for and advocates for nurses! To do that, we need volunteers to be CATs and stewards in Bend!



Lessons from Providence Strike For Bend cont.

3. Participate.

Protests, button and sticker campaigns, t-shirt days, informational pickets, and more. Show your unity and support. Every moment you spend supporting ONA and standing up with your fellow nurses pushes nurses closer to resolving disputes and getting fair treatment. Consider volunteering as a CAT or steward. Get informed, get involved, help make a difference!

The biggest lesson from the Providence strike action is the power of nurses and doctors standing together is a force to be reckoned with. Your Bend ONA executive committee is taking a “Hope for the best, prepare for the worst” perspective about the 2026 ONA contract negotiations with St. Charles. We can learn important lessons from what is happening at Providence and set ourselves up for success at the bargaining table.

Health Insurance Trends You Should be Aware of

According to the Kaiser Family Foundation, nationwide employer-sponsored health insurance trends are:

- **The average premium has grown 24-25% in the past 5 years.**
- **The average premium grew 6-7% while the inflation rate was 3.2% and wages grew 4.5% in 2024.**
- **Over the past 10 years, the average premium has grown 52% while wages have only grown 45% in the same amount of time.**

Inadequate coverage can lead to delayed, reduced, or refusal to get care. Under-insured and uninsured people are more likely to delay treatment and care and use emergency departments for care when needed. Medical debt continues to grow.

The lack of affordable health coverage is the main reason people say they are uninsured. Most uninsured families have at least one person working in the household. Some uninsured workers drop employer-provided insurance because they are not able to afford the employee share of monthly premiums.



Your St. Charles
(SCHS) Health
Benefits include:

Caregiver Directed Plan

SCHS pays: 55-90% of
employee only
premiums*

SCHS pays 45-80% of
family dependent
premiums*

PPO Plan

SCHS pays 50-85% of
employee only
premiums*

SCHS pays 40-75% of
dependent premiums*

*Article 12.1 of CBA –
Coverage levels
determined by FTE status

PNCC Corner - Educational Opportunities to be Aware of

"RECLAIMING THE TOOLS FOR CARE"

A SPRING 2025 MINDFULNESS CONFERENCE

Utilizing evidence-based research, we'll develop our moral resilience with tools of mindfulness, yoga, journaling, & meditation.



Your Instructor
Tiffany Fredericks,
BSN, RN, RYT500

Provider approved by the
California Board of Registered Nursing
Provider Number 8050



Hanai Foundation
62430 Eagle Road
Bend, Oregon

Sign up on WorkDay

*Must Complete All 3 Sessions
to Receive 6 Contact Hours*

9a - 11a

FIRST COME - FIRST SERVE

2 options to choose from:

Tuesdays March 4, 11, & 18

Thursdays April 10, 17, & 24

Sponsored by PNCC-Free for Bend Bargaining Unit Nurses

**STEVEN GOINS AND
CATHERINE NELSON**
SCHOLARSHIP GRANT APPLICATION*
applications due Feb 19, 2025



[https://www.oregonrn.org/resource/
resmgr/stc-b/2025-2-
4_stbc_amwf_or_grant.pdf](https://www.oregonrn.org/resource/resmgr/stc-b/2025-2-4_stbc_amwf_or_grant.pdf)

SOLHEIM  **ENTERPRISES**
"Overcoming Analysis Paralysis" Course



[https://www.oregonrn.org/resource/
resmgr/stc-b/2025-2-
4_sol_paralysis_april.pdf](https://www.oregonrn.org/resource/resmgr/stc-b/2025-2-4_sol_paralysis_april.pdf)

LOBBY

DAY '25



Join nurses and health professionals at the Oregon State Capitol in Salem this March to help pass legislation to end workplace violence against healthcare workers, improve staffing in home health and hospice, curb corporate influence in healthcare and more!

MARCH 19, 2025
8:30 AM - 5 PM

The Reed Ballroom
189 Liberty St. NE
Salem, OR 97301

BOOK YOUR SPOT
OregonRN.org/LobbyDay



EVENT HIGHLIGHTS:

Panel Discussions • Meet Your Legislators
Continuing Education • Issue Advocacy