Hello St. Vincent Nurses,

Our union engaged in our fourth negotiating session Tuesday, Oct. 26, with St. Vincent hospital leadership. Most of our conversations focused on safety and technology, updates to the clinical ladder, proposals on reducing punitive aspects of the disciplinary process, and clarifying contract language.

Highlights from each sides' proposals included the following:

- **Safety and Technology**: ONA and St. Vincent leadership agreed on several subjects, including PPE standards, but we remain out of alignment on paid administrative leave when caring for patients with infectious diseases.
- **Clinical Ladder**: Management is interested in simplifying its language and incorporating parts of it in the collective bargaining agreement.
- **Reducing Duration of Disciplines**: ONA proposed reducing the duration that disciplinary records can remain in a nurse file to one year and management counter-proposed four years with CNO and HR approval.
- **Education Leave**: Management proposed adjustments to education leave, including points of clarification and most notably that education leave is best conducted virtually where possible to maximize the use of the education fund.

Our Union’s Advocacy on Improving Health Benefits and our Relationship w/ Providence Leadership

Recently, our union sent a summary of our proposal to improve health benefits in line with our members’ priorities, per our bargaining surveys and market standards of other union employers. Our recent update noted that Providence lagged behind the market. It was not our desire to paint any individual or organization as immoral and we desire a collaborative pathway to nurse and patient success. More accurately, our union implores Providence to invest in caregiver health as a moral imperative during the pandemic. Our members desire a more equitable benefit structure like other major health systems and large regional employers, such as OHSU, Kaiser, and state workers on Providence Health Plans. Your union leadership supports our membership in making those improvements so we can all work toward caring for patients.
In case you missed our previous update, here’s why we’re advocating for improved health benefits:

<table>
<thead>
<tr>
<th>Plan Structures</th>
<th>State Workers (Prov Plan)</th>
<th>Kaiser</th>
<th>OHSU</th>
<th>Current Providence PPO Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$250 / $750</td>
<td>$0</td>
<td>$400 / $1,200</td>
<td>$1,150/$2,300</td>
</tr>
<tr>
<td>Out of Pocket Max</td>
<td>$1,500 / $4,500</td>
<td>$750 / $1,500</td>
<td>$1,700/ $3,450</td>
<td>$3,300/$6,600</td>
</tr>
<tr>
<td>Primary Care</td>
<td>$10 first four visits w/ no deductible</td>
<td>$10</td>
<td>$25</td>
<td>$20</td>
</tr>
<tr>
<td>Mental Health</td>
<td>No Charge</td>
<td>$10</td>
<td>Zero</td>
<td>10% premium post deductible</td>
</tr>
</tbody>
</table>

Attend our Campaign Action Meetings to hear more about improving standards and getting more involved!

**Tuesday, Nov. 2 at 6:00 p.m.**

**Wednesday, Nov. 3 at 8:00 p.m.**

Here’s the link! [https://us02web.zoom.us/j/87463411632](https://us02web.zoom.us/j/87463411632)

In Solidarity,

St. Vincent’s Bargaining team