ONA Nurse Leadership and Providence St. Vincent met for our fifth negotiating session. ONA introduced a new proposal, as did Providence, and each side made several counterproposals regarding previous priorities. Management amplified their position on the competitiveness of their health plans. Providence believes the largest health system that makes over $2 billion in revenue from their Oregon Health Plans each year is competitive - noting they think their plans are comparable to the one provided to state workers. They also posited that Kaiser’s plan is comparable to Providence’s EPO plan and they reported they were unable to obtain the specifics of the OHSU plan to provide a comparison.

ONA responded by noting how far Providence remains behind its two largest union competitors in the Portland Metro Area:

<table>
<thead>
<tr>
<th>Plan costs</th>
<th>Kaiser Plan</th>
<th>Providence EPO</th>
<th>OHSU PPO</th>
<th>Providence PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>Free</td>
<td>$300/$900</td>
<td>$400/$1,200</td>
<td>$1,150/$2,300</td>
</tr>
<tr>
<td>Out of Pocket Max</td>
<td>$750/$1,500</td>
<td>$2,500/7,500</td>
<td>$1,700/$3,450</td>
<td>$3,300/$6,600</td>
</tr>
</tbody>
</table>

More than two-thirds of ONA members at Providence St. Vincent completed a bargaining survey and over three-fourths of our nurses considered health care a top priority noting deductible and out-of-pocket max are the biggest issues that need to be changed! **Your bargaining team continues to be committed to elevating your major priorities.**

Here’s a summary of what each side proposed:

**New Safety and Equipment Article**

Here’s where we’re in alignment:

- **Equipment Supports the RN’s Role:** Both sides acknowledge safety equipment and new technology.
- **PPE on Units:** Both agree PPE should be available on each unit.
- **Equipment Used According to Manufacturer Instructions:** We’re both in alignment on this issue.
- **Nursing Input into Equipment and Technology:** We’re in better alignment with frontline RNs having equipment and technology input.
We’re still not in alignment on the following priorities:

- **Exposure to a Communicable Disease:** Providence continues to refuse paid admin leave for caregivers who get ill with a communicable disease after caring for a positive patient.
- **Denial of Unsafe Assignment:** Providence maintains the continuation of the current policy for denial of a dangerous assignment.

Here are some additional proposals made at the Nov. 4 session:

- **Management's Changes to Resource RNs:** Additional twelve hours of availability required per four-week period.
- **ONA’s Proposal Enhancing Union Rights:** ONA proposed nurses get the option of having a rep for thirty minutes at new orientations and management opposes the change.
- **ONA Proposed Three-Month Union Release:** ONA proposed union release time of up to three months so RNs can work on things like nurse staffing plans. Management is opposed and believes RNs should take personal leave.

We’re back in negotiations on November 18 and are conducting virtual bargaining report-out meetings on the 23 and 24 of November in the evening. Look out for updates with a link coming soon.

In Solidarity,

St. Vincent's Bargaining team