

# What's At Stake?

## Wages & Differentials

Topic	ONA Proposal	Providence Proposal	Impact on Market
Retro Pay	<ul style="list-style-type: none"><li>• Full Retro</li></ul>	<ul style="list-style-type: none"><li>• Bonus as low as \$1,000</li></ul>	<ul style="list-style-type: none"><li>• Caregivers could lose as much as \$11,000</li></ul>
YR. 1 Raises	<ul style="list-style-type: none"><li>• Add Steps 25-30 for most experienced RNs</li></ul>	<ul style="list-style-type: none"><li>• No added Step</li></ul>	<ul style="list-style-type: none"><li>• OHSU &amp; PPMC have step 30</li></ul>
YR. 2 Raise	<ul style="list-style-type: none"><li>• 5.5% R</li></ul>	<ul style="list-style-type: none"><li>• 4% raise</li></ul>	<ul style="list-style-type: none"><li>• OHSU 6% raise</li><li>• Up to \$10,000 per yr below OHSU</li></ul>
YR. 3 Raise	<ul style="list-style-type: none"><li>• 5.5%</li></ul>	<ul style="list-style-type: none"><li>• 4%</li></ul>	<ul style="list-style-type: none"><li>• OHSU 6% raise</li><li>• Up to \$14,000 per yr. below OHSU</li></ul>
Extra shift	<ul style="list-style-type: none"><li>• Incentive \$40 per hr.</li></ul>	<ul style="list-style-type: none"><li>• Incentive \$21 per hr.</li></ul>	<ul style="list-style-type: none"><li>• OHSU \$46 per hr.</li></ul>
Standby	<ul style="list-style-type: none"><li>• \$10 per hr.</li></ul>	<ul style="list-style-type: none"><li>• \$8 per hr.</li></ul>	<ul style="list-style-type: none"><li>• \$12.00 per hr. Rogue regional</li></ul>
Resource	<ul style="list-style-type: none"><li>• \$9.50 per hour</li></ul>	<ul style="list-style-type: none"><li>• \$4.50per hour</li></ul>	<ul style="list-style-type: none"><li>• OHSU 15% differential</li></ul>

## Staffing & Safety

Topic	ONA Proposal	Providence Proposal	Top of Market
Staff to Acuity & Maintain Unit Staffing Criteria	<ul style="list-style-type: none"><li>• Must Staff to Acuity</li><li>• Must Staff to grid</li><li>• Must do it through breaks</li></ul>	<ul style="list-style-type: none"><li>• Remove Unit Staffing language from contract</li><li>• Will Not agree to acuity based assignments</li></ul>	<ul style="list-style-type: none"><li>• OHSU commits to acuity based ratios &amp; ED ratios</li></ul>
Break Penalty Pay	<ul style="list-style-type: none"><li>• Two hours pay for a missed break/Me</li></ul>	<ul style="list-style-type: none"><li>• One hour pay</li></ul>	<ul style="list-style-type: none"><li>• Legal penalty is \$200</li></ul>
Penalty Pay for Missed Breaks	<ul style="list-style-type: none"><li>• Proposed \$150 paid to each RN for each missed break/meal</li></ul>	<ul style="list-style-type: none"><li>• Considering awaiting a counter-proposal</li></ul>	<ul style="list-style-type: none"><li>• St. Charles has an agreement in contract</li></ul>
Staffing Committee Votes on Plans	<ul style="list-style-type: none"><li>• Vote on each unit in support of RN staffing plans</li></ul>	<ul style="list-style-type: none"><li>• Staffing committee may vote on plan</li></ul>	<ul style="list-style-type: none"><li>• In OHSU contract</li></ul>

# Paid Leave Time

Topic	ONA Proposal	Providence Proposal	Top of Market
Entry Paid Leave	<ul style="list-style-type: none"><li>• Add 36 hrs. PTO Accrual each yr.</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• OHSU has 37 hrs. more paid leave per yr.</li></ul>
Yrs. 4-9	<ul style="list-style-type: none"><li>• Add 36 hrs. PTO Accrual each yr.</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• OHSU has 33 hrs. more total paid leave per yr.</li></ul>
Yrs. 4 & above	<ul style="list-style-type: none"><li>• Add 36 hrs. PTO Accrual yrs 9-14.</li><li>• Add additional increases for yrs. 14 &amp; 19.</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• OHSU has up to 50 more total paid hrs. by year 20.</li></ul>

# Health Benefits

Topic	ONA Proposal	Providence Proposal	Difference
Aetna Impact Fund	<ul style="list-style-type: none"><li>• Establish Fund to offset Aetna costs (loss of provider/ RXs, etc)</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• Could cost caregivers' thousands.</li></ul>
Individual Health Benefits	<ul style="list-style-type: none"><li>• \$450 deductible</li><li>• \$800 Max out of pocket</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• \$0.00 Deductible at Kaiser</li><li>• \$750 Max out of Pocket at Kaiser</li></ul>
Family Health Benefits	<ul style="list-style-type: none"><li>• \$900 Deductible</li><li>• \$1600 max out of pocket max</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• \$0.00 Deductible at Kaiser</li><li>• \$1,500 Max out of pocket at Kaiser</li></ul>
Additional Health Benefits	<ul style="list-style-type: none"><li>• End spousal sur-charge</li><li>• Add Massage coverage</li><li>• Provide Opt out Incentive.</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• Many employers don't have spousal surcharge &amp; offer opt out pay.</li></ul>
Agree to Explore Union Trust Instead	<ul style="list-style-type: none"><li>• If Providence cannot agree to improve plans allow ONA, explore a union trust in an effort to offer more affordable accessible care.</li></ul>	<ul style="list-style-type: none"><li>• Rejected</li></ul>	<ul style="list-style-type: none"><li>• Providence would remain bottom of market on healthcare cost.</li></ul>

Our power to win on significant priorities is based on our numbers and our RNs irreplaceable work.