

TENTATIVE AGREEMENT SUMMARY



Following more than 7 months of negotiations and tireless effort from your nurse negotiating team, we have reached a tentative agreement with Providence's administrators. This agreement makes significant improvements in our contract and advances many of the priorities nurses identified at the beginning of negotiations.

Your bargaining team at Providence St. Vincent strongly recommends a YES vote because of what we were able to achieve at the table. Voting will open June 20. We will hold member meetings in the coming weeks to answer questions and discuss next steps.

ECONOMICS

14% across-the-board wage increase over two years.

- 10% increase upon ratification
- 3% increase on Jan 1, 2023
- 1% increase on July 1, 2023

\$3500 retention bonuses

- \$2,000 upon ratification
- \$1,500 first full pay period following Jan. 1, 2023

Increases to differentials

- Preceptor pay up to \$3.00
- Night shift pay \$6.20 top of Portland Market (Above OHSU/Kaiser)
- Standby pay \$6.00 per hour
- Float Pool pay \$3.00 per hour with one more year of experience (equal to Kaiser)

WAGE SCALE CHART

We were able to move to the top of the the Portland market for our mid-level steps and to the middle of the market for our top wage steps. We remain below-market for entry-level steps. See wage scale examples.

Scale	Current Scale	July 1, 2022 Scale	July 1, 2023 Scale
Year 1	\$39.26	\$43.30	\$45.05
Year 10	\$51.21	\$56.46	\$58.74
Year 25	\$58.12	\$64.06	\$66.67

HEALTH INSURANCE AND PAID LEAVE

40 hours added to PTO balance over the next two years.

- 20 added hours based on .9 FTE to year 1
- 20 added hours based on .9 FTE in year 2
- Earned Illness Time (EIT) is protected through the life of the contract

Health plan design costs including deductibles, out-of-pocket max, and copays will not increase through the life of the contract.

Health insurance task force with a commitment to reducing the cost of plans in 2024.

NURSE STAFFING IMPROVEMENTS

- Criteria for unit staffing plans in the nurse staffing law added to the contract
- A stronger commitment to following daily staffing levels
- Commitment to post positions within two weeks of vacancy or two weeks of long-term leave of absence notices
- 5 units will pilot a break nurse program during the contract

NEW SAFETY AND TECHNOLOGY ARTICLE

- Commitment to adequate and accessible PPE
- Process for objecting to unsafe assignments
- Clarifies technology is used to enhance RN practice

ADDITIONAL HIGHLIGHTS

Job postings for travelers: Enhanced commitment to posting positions when requesting travelers.

Job postings for vacancies: Clearly defined process for posting vacancies.

Posting of vacancies for leaves of absence: Shift vacancies due to leaves of absences are posted upon notice or at least two weeks in advance to improve shift filling.

Your bargaining team recommends a YES vote.

Bargaining team members: John Smeltzer (5E), Jessica Lobell (AED), Adwoa Lynn (Med A), Allison Jackson (L&D), Stephanie Tanner (CDU), Sue Ruby (CICU), Allen Hilton (Float Pool), Sara Kee (Cardiology A/8W), and Kathy Keane (Cardiology A).

LEARN MORE

www.OregonRN.org/PSVMC



MAKE YOUR VOICE COUNT

Voting starts June 20. You must be an ONA member to vote on tentative contract agreements. We will respect the results of the contract vote.

Become a member today to vote at www.OregonRN.org/Join



SCAN ME