



NURSES WIN!

A Milestone in our Effort to Raise Standards Across All of Providence!



"I was a strong NO vote on the first TA.
 After joining the bargaining team, contributing to our negotiations, and taking part in getting an agreement that includes top of market raises, enforceable staffing requirements, added paid leave, and retro pay,
I now strongly support our new agreement.
- Angela Knapp, PACU RN

**YOUR ELECTED ONA NURSE BARGAINING TEAM STRONGLY RECOMMENDS
A YES VOTE ON THE TENTATIVE AGREEMENT.**

PRECEDENT SETTING IMPROVEMENTS

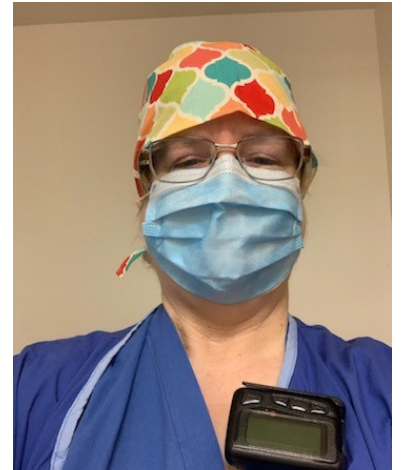


"I've worked as an RN at St. Vincent for 22 years and was on the bargaining team for four negotiations. **This is the best contract we've gotten during my 22 years of work at St. Vincent.** Our wages went from bottom to top of the market and we added necessary paid leave time, along with other key priorities."

- **Kathy Keane, Cardio A**

"As an RN with 41 years of experience at St Vincent, I am very excited about our new staffing language. We added grievance enforcement, and firm requirements to daily staffing, and rolled back floating out of cluster. It's excellent progress for RNs and patients."

- **Sue Ruby, CICU**



"As the co-chair of our union at St. Vincent, fairness and retention for my highly skilled coworkers are important to me. As someone who's been infected with COVID securing our added paid leave in the face of our changing workplace means we are better able to care for ourselves and our patients!"

- **Jessica Lobell, Peds FLOat Pool**

HISTORIC & DRAMATIC IMPROVEMENTS FOR ST. VINCENT RNS

ESPECIALLY AFTER OUR TA'S NO VOTE!

Our new tentative agreement ensures St. Vincent RNs will have higher wages than OHSU and Kaiser at most steps upon ratification. We achieved enforceable language for RN staffing, added Paid Leave Hours that continue into our next contract, restricted floating to clusters for Critical Care and Maternal Child, and got cost containment on health benefits.

Here's an overview of the landmark achievements included in our new tentative agreement that we are strongly recommending a yes vote for.

VOTEYES.

WAGES SCALES GO FROM WORST TO FIRST UPON RATIFICATION!

Wages: Between 14%-16.5% Raises in 2 yrs. & Retro Pay- Moving our Wages from Worst to First Upon Ratification!

PLUS

- **Full Retro Pay:** Following months of Providence Executives claiming they would never offer Retro Pay, ONA RNs held firm with an 80% no vote and achieved full Retro Pay.
- **10%-12.5% Raises in Year 1:** Our Yr. one raises place St. Vincent at the top of market for most steps compared to union competitors OHSU and Kaiser upon ratification.

HERE'S OUR WAGE COMPARISON UPON RATIFICATION

STEP	OLD St. V's Wages	St. V's Wages after Ratification	Kaiser	OHSU
Entry	\$39.26	\$44.30	\$43.96	\$44.12
Year 7	\$49.71	\$54.81	\$52.44	\$53.16
Year 12	\$52.24	\$57.60	\$56.50	\$55.72
Year 18	\$56.22	\$60.57	\$58.69	\$58.43
Top Step	\$58.12	\$64.09	\$63.59	\$67.13



We also won 4% Total Raises in Year 2

Our Wage Rates in Six Months are Even Greater.

HERE'S OUR WAGE COMPARISONS AS OF JAN. 2023

STEP	OLD St. V's Wages	St. V's Wages after Ratification	Kaiser	OHSU
Entry	\$39.26	\$45.60	\$45.27	\$44.78
Year 7	\$49.71	\$56.45	\$54.01	\$53.96
Year 12	\$52.24	\$59.32	\$58.20	\$56.56
Year 18	\$56.22	\$62.37	\$60.45	\$59.43
Top Step	\$58.12	\$65.99	\$65.50	\$68.14

DIFFERENTIALS & OTHER IMPROVEMENTS

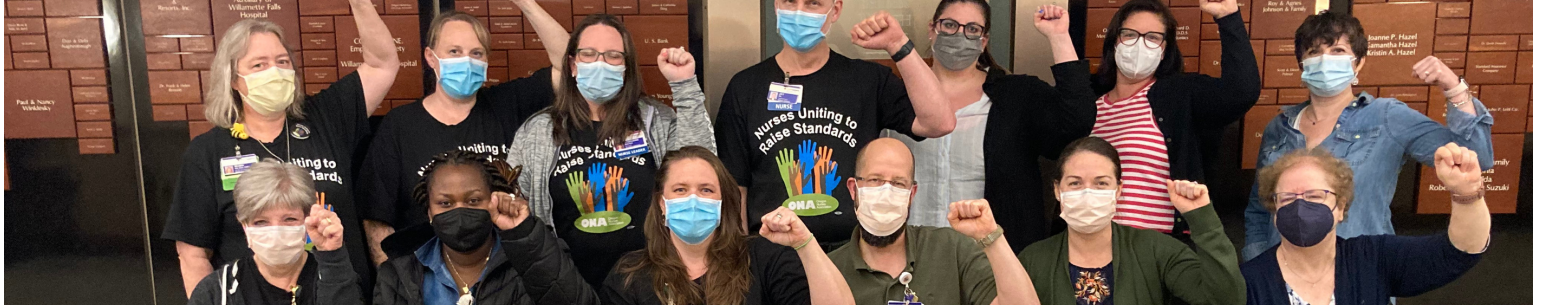
- \$2.00 per hr. Weekend Differential; up from \$0
- \$3.00 per hr. Preceptor pay, up from \$2 per hr.
 - **BEST IN METRO!**
- \$6.20 Night Shift Differential
 - **BEST IN METRO!**
- \$2.85 Swing Shift Differential; up from \$2.50.
- \$3.00 per hr. Float Differential w/1 yr. experience
 - **EQUAL TO KAISER!**
- \$6.00 per hr. standby pay; up from \$4.75
- \$19.00 per hr. extra shift incentive; up from \$18
- \$3.00 per hr. relief charge differential; up from \$2.50

Monday is retained as a holiday for
OR Weekend holidays.



MAJOR WINS ON STAFFING & SAFETY

Providence Now Has RN Staffing Requirements that Can be Enforced by the Grievance Process in our Contracts!



- **Required to Establish Unit Staffing Number on Each Shift in Each Department:** Providence is required to establish minimum staffing for RN and CNA staffing for each unit on each shift.
- **Required to do Everything they can to Meet Established Daily Staffing:** Providence is required to use every resource to staff to nurse staffing requirements every day on each shift.
- **Break RN Pilot Expanded to Nine Units:** Nine units will engage in a break RN pilots during the next 12 months.
- **No Floating out of Cluster for Critical Care and Maternal Child:** Critical Care and Women Maternal Child no longer float outside the cluster.
- **All other Units Max Out of Cluster Floating amount is 6 Full Shifts per Yr.:** All other clusters cannot float more than six total shifts out of the cluster.
- **Vacancies must be Posted Within Two Weeks:** The hospital standard for posting vacancies is within two weeks. If there's a reason they cannot post a vacancy within two weeks, they need to report it to the Unit Practice Committee.
- **Permanent Jobs Posted for Each Traveler:** Every Traveler must have a permanent position posted unless it's for a seasonal fluctuation in units like Labor and Delivery.
- **Charge RNs Included in Capacity Decisions:** New language including charge RNs in decision making over RN capacity.

VOTEYES.

PAID LEAVE AND HEALTH BENEFITS

- **Added 20 hrs. of Paid Leave:** 20 Hrs. of Added Paid Leave based on .9 FTE each year.
- **Paid Leave Carries Over to Future Contracts:** Our 20 hrs. of added paid leave each year carries over to the next contract and must be bargained out to remove it.
- **Capped Health Care Costs:** Deductibles and max out-of-pocket costs do not increase throughout the contract.
- **Health Care Committee for Plan Redesign:** A Committee will convene to redesign the EPO Plan and reduce costs for our 2024 plans.
- **Only Providence Oregon Hospital w/ EIT:** We maintained EIT and separate Vacation and Sick Leave for our RNs on that structure. St. Vincent RNs continue to receive the value of 50 hrs. Per .9 FTE of Extended Illness Time each year, unlike other Oregon Prov. Hospitals.

Your elected ONA RN Bargaining Team Firmly Believe this is the Best Contract We Can Achieve.



Your bargaining team at Providence St. Vincent strongly recommends a YES vote



Your ONA RN bargaining team strongly believes this is the best contract we can achieve. We'll remain above our union competitors for wages, staffing language, be competitive for paid leave time, and be back in bargaining in about a year if the health care committee fails to address our cost concerns. We are working to schedule contract review meetings and are proud of the effort of RNs throughout St. Vincent that led to some of the highest standards in the metro area!

In Solidarity. Your elected ONA RN Bargaining Team at Providence St. Vincent

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), Katie Moslander (Ortho), Angela Knapp (PACU), Gina Ottinger (ED), Lauren Abraham (CICU)



RATIFICATION PREP MEETINGS NEXT WEEK!

**VIRTUAL MEETINGS @ 6:00 PM STARTING TUE. 7/5
ON-SITE LUNCH DROP-INS TUE/THU
11:00-1:00 DAY/NOC-CONF. ROOM TBD**