Our ONA St. Vincent RN Bargaining Team met with management on Thursday, January 27. Our team updated our proposals on the health benefit plans, across-the-board raises, differentials, retention bonuses, staffing, and more.

ONA and Providence remain far apart on pay rates, health benefits, accrued leave hours, and staffing. After ONA made some significant adjustments to our health care proposals and made minor adjustments to across-the-board raises, Providence responded by increasing their market rate adjustment from $2.50 to $2.75 and adding 0.75% to year one raises, offering a 2.25% raise upon ratification and another 1% in July. Providence did not make any other movement on raises or differentials than the changes to year one.

A few other highlights of note:

- **Agreed to No Changes to Resource RNs' Hours or Holidays:** ONA and Providence agreed to retain the current requirements for resource RNs' availability and holiday obligations. There will be no changes during this contract cycle.

- **Commitment to Post Positions Staffed by Travelers:** All traveler postings for assignments other than a seasonal fluctuation or unforeseen need must be accompanied by a permanent job posting.

- **Providence Continues to Reject Safe Staffing Language:** Providence continues to oppose our safe staffing language seeking a commitment to daily core staffing levels, coverage for meals and breaks, and increases for acuity and workload intensity. These commitments are included in both OHSU and Kaiser contracts.

- **No Response on Health Care and Accrued Time Off:** Providence did not respond to our outstanding proposals to move up to the market on accrued time off and health insurance benefits.

**Back at the Table Today, January 28**

We will have more updates as negotiations continue into early next week.

**Attend our Union's Providence Nurses Virtual Summit**

RNs throughout Providence and elected leaders are unifying in support of fair contracts during our 2022 bargaining cycle. Join the virtual summit on Tuesday, February 15 from 4:30-6:00 p.m. by registering now at https://zoom.us/webinar/register/WN_DLbfK9LZQl-PB5Z3iT-HFg