Hello ONA Providence St. Vincent Nurses,

Our bargaining team met with St. Vincent management for our 15th negotiation session on April 13. Our negotiating team again emphasized that Oregon's most extensive health system which made over one billion in Oregon only profits over the life of our last contract has to do more for its nurses working at the point of care during a once-in-a-generation pandemic.

Highlights from our negotiations include the following:

- **ONA Proposes Increases to Health Plan Subsidies:** Our negotiating team has emphasized that Providence has been far outside the market for affordable health care, including $700 more for individuals and more than $2,500 for families than Kaiser RNs pay. In our updated proposal, we asked to increase subsidies by more than $1,000 per year for families and several hundred for individuals.

- **Held the Line on Paid Time Off:** Providence remains bottom of the market for total paid leave time and our proposal would put us close to OHSU and a bit behind Kaiser. We are awaiting a response.

- **Held the Line on Wages:** St. Vincent RNs work for the highest acuity, most profitable hospital in Providence's most prosperous state but earn between $3.50 and $7.00 less per hour than market leaders. Our bargaining team held the line and demanded our state's biggest health system move up with the best in the metro region.

- **Held the Line on Staffing:** RNs sacrificed at the point of care in an international pandemic during the last two years. Other Metro area health systems, including Kaiser and OHSU, moved to address that sacrifice by including a more substantial commitment to staffing standards in contractual agreements. Our ONA bargaining team proposes the same in Oregon's most extensive health system.

We reconvene for another negotiating session Thursday, April 28, where Providence has another chance to address ONA RNs' top priorities!

Providence continues to misrepresent its unwillingness to move to RNs priorities as our union's problem. ONA is our nurses, and at the outset of negotiations, our nurses set their priorities and continue to propose Providence do more to reward those who've sacrificed at the point of care.
through two years of the pandemic. It's well beyond time for Providence to pivot from a profit-driven health system to one that prioritizes its patients and caregivers. One thousand six hundred St. Vincent RNs are asking Providence to negotiate equitable improvements instead of using scare tactics and attempting to intimidate RNs who've provided care to Providence’s sickest patients through two years of a once-in-a-century pandemic. After six months, 15 negotiation sessions, and interference with members' advocacy, we’re convinced that the only way to move Providence to change its position is through unifying and demanding administration change their own behavior!

**Unfair labor practice (ULP) strike authorization vote kicks off at 6:00 p.m. on April 19**

ONA RNs are routinely subjected to illegal behavior that occurs at the direction of Providence's administrative leadership. Nurses in our union consistently report patterns of workplace interference, spying, retaliation, and other potential legal violations.

As a result, your ONA nurse bargaining team asks for a yes vote to authorize a ULP strike.

**Our success at our kick-off will impact nurses' power moving forward. Here's how you can vote yes!**

- Register to attend the kick-off at this link: [bit.ly/3uBXMwt](bit.ly/3uBXMwt)
- Look in your email with a link to the voting time
- Attend our kick-off on April 19 at 6 p.m. and VOTE YES on a secret ballot

**Need to update your email with our union?**

- Register to make sure you get a ballot at this link: [OregonRN.org/update](OregonRN.org/update)

**Your RN support for your nurse bargaining team on April 19 will be a clear message to management about nurse power at the table through April.**

If you cannot attend the kick-off event on April 19 at 6 p.m., don't worry. Attendance at the event is NOT required for voting. All BU members will receive a link and can vote at any time from 6 p.m. on April 19 through 6 p.m. on May 3! Make sure we have your updated email address by visiting: [OregonRN.org/update](OregonRN.org/update)