Our Major Economic Proposals are on the Table!
ONA’s nurse leadership met with St. Vincent management Thursday, December 2, and presented our major economic proposals on wages and differentials.

Your nurse leadership’s message was clear; it’s time to get the highest acuity and most profitable hospital, where it made over $250 million during the life of our last contract, up to market!

Here’s an overview of what we presented:

- **Entry-level wages nearly $5 per hour below 2022 market:** ONA displayed that current wages for St. Vincent RNs are about $5 an hour below market leaders like OHSU and Kaiser.

- **Wages for ten years’ experience are more than $9 per hour below the top of the market:** We showed that an RN working at Kaiser on step 10 would make over $9 an hour more than a St. Vincent RN.

- **Wages at the top of the scale would be $9 per hour below OHSU by July 2022:** OHSU’s top step is already almost $8 per hour above St. Vincent, and unless there are significant changes, it will be $9 above by the midpoint of 2022.

After presenting our overview to Providence leadership, our team proposed an immediate market adjustment and equitable pay increases to get our pay rates up to the top of the market.

Our ONA leadership also emphasized substantial gaps in differential pay. Here’s what we highlighted:

- **Market standard is double-time for emergent shifts:** Our competitor health systems, including OHSU and Kaiser, offer double-time pay rates for emergent shifts.

- **Incentives apply to all employees and all shifts:** When there’s a need to fill emergent shifts, incentives should apply to those shifts for every employee.

- **Float position differential:** Our float differential is behind OHSU RNs by as much as $7.50 per hour and Kaiser RNs by around $2.50 at specific steps on the pay scale, and we proposed to bring it up to the top of the market.

- **Swing shift/night shift:** ONA proposed swing and night shift differential increases that move our differentials to the top of the market.

- **Critical assignment incentive:** ONA proposed a critical assignment incentive for assignments that have been inordinately impacted by the pandemic, including the ED, Critical Care, and designated COVID units.

- **Standby, weekend differentials, and several other incentives:** ONA introduced a substantial increase to standby pay, a weekend differential, a floating differential, a callback differential with less than ten hours rest between shifts, and other improvements like preceptor and charge nurse pay increases.
Other major priorities, including staffing, scheduling, low census, and floating, were also covered.

- **Management rejects ONA's staffing standards**: Management rejected ONA's staffing proposals. They dismissed our unit staffing levels, coverage for meals and breaks, and commitment to staffing daily, concluding that it's best suited for interpretative decisions by state agencies.
- **ONA moves off charge RN voting process**: Our nurse leadership heard concerns about a proposed voting process and moved to more significant inclusion in the hiring process by frontline RNs.
- **Limitations on low census**: ONA proposed a 120-hour limitation to the annual census that an RN can be required to take.
- **End of floating grid**: We proposed an end to the floating grid and a move to requiring mandatory floating only within clusters.
- **Scheduling proposal**: Management reviewed our scheduling proposal and planned to respond to our proposals for greater schedule protections and improved rights to take long vacations. We expect a formal counterproposal soon.
- **ONA intends to express disinterest in resource RN changes**: Our RN leadership has heard the concerns of resource RNs and intends to express disinterest in adding hours and holidays to their work requirements during our upcoming negotiating session.

UP NEXT: Bargaining Report out Lunches

It's time to get involved with making improvements!
ONA is in the process of scheduling bargaining report-out lunches on December 14 and 15 during day and evening lunch periods of 11-1 a.m./p.m. We'll update you when we secure a room.