Hello ONA St. Vincent RNs,

Current negotiations will establish standards for nursing careers in Oregon moving forward!

Providence management made their first significant counterproposal on several of our economic priorities. The proposals came after our RN leadership emphasized their need to appreciate our members working substantially below market as the point of care for our state’s largest health system’s sickest patients in a changing world due to the pandemic.

Management's counterproposal on getting Providence up to market

During our bargaining meeting, management acknowledged that a health system that made more than a billion in Oregon profits during our last contract has fallen behind the market. Providence made counterproposals on several economic priorities, including pay rates, health benefits, differentials, and paid leave time. They also indicated their interest in addressing substantial wage disparities, made initial movement on wage rates, and updated other priorities.

Providence's wage proposal includes movement from $3.50-$9.00 per hour below market competitors to $1.21-$6.00 per hour below our competitors.

Here are the details:

- Yr. 1- $2.25 per hour market adjustment and 2% across the board increase upon ratification
- Yr. 2- 2% across the board increase Jan. 2023
ONA and Providence remain far apart on other major economic issues

Providence committed to not eliminating EIT but made little movement on our nurses’ other top economic priorities!

- **Status quo on health benefits:** Providence maintains its health benefits are comparable, if not better, than market competitors. Our negotiating team asserts that the numbers speak for themselves. Their premium shares and deductibles are significantly behind other health systems in the region.

- **No movement on most differentials:** Providence did not move on several of our top priorities for differentials, including extra shift differentials, night and swing shift differentials, charge differentials, critical assignment incentives, certification pay, and standby.

- **Some movement on a few differentials:** Providence did propose an increase to preceptor pay from $2 to $2.50, a new weekend differential of $1.25, and a change of the float differential from one added step to $1.25 per hour.

- **No movement on getting PTO up to market:** Providence emphasized that removing EIT is problematic but did not improve earned leave time, where RNs can be more than sixty hours below the top of the market.

**Staffing, scheduling, and safety priorities also remain outstanding!**

The pandemic exposed the flaws of years of lean staffing, resource rationing, lack of backfill to ensure leave time, etc. Providence RNs have a historic opportunity to advocate for systemic workplace improvements due to our lifesaving work and ongoing sacrifice during the current crisis. We plan to counterpropose improvements to the status quo at upcoming negotiations.

**Our strength is in our numbers and the value of our work gives us power at the table!**

Join with your coworkers at bargaining update meetings to get a full report and to help build our strength as negotiations continue.

**Bargaining Update Meetings**

Wednesday, Jan. 12
from 6-7 p.m. and 8-9 p.m.
Conf. Room 4 by Cafeteria

Or on Zoom @ [https://us02web.zoom.us/j/86913584142](https://us02web.zoom.us/j/86913584142)