

Mediation Agreement

This document comprises the agreement between the Oregon Nurses Association (the union) and Providence, Oregon (the employer) for federal mediation. It includes the employer and union’s commitment to terms for mediation between the Northwest's largest health system and Oregon’s largest health care union. The goal of mediation is to reach a comprehensive agreement on competitive wages, differentials, health benefits, staffing and shift incentives that position Providence and its RNs to meet the needs of Oregon’s patients and Providence’s Registered Nurses.

- 1. **Negotiation of Health Benefits:** The union and employer agree to negotiate a health plan design that is competitive to other Oregon health systems with a similar health insurance market share in Oregon. The negotiations shall include deductibles, out-of-pocket max, and premium share for the HRA plan.
- 2. **Negotiation of Competitive Wage Rates and Differentials:** The Union and employer commit to negotiate competitive wages in comparison to OHSU/Legacy Wage Rates through the year 2026.
- 3. **Agreement of More than Two Years:** The union and employer understand the benefit of a long-term agreement and commit to pursue a contract that is longer than two years.
- 4. **Negotiation of Extra Shift Incentives:** The union and employer agree to negotiate a competitive extra shift incentive that reflects rates at other unionized health systems in the Portland Metro area.
- 5. **Negotiation of Staffing:** The union and employer recognize decades of increased acuity, and patient complexity require adequate staffing. As a result, Providence agrees to negotiate staffing increases for break nurses that will not result in increased patient assignments for regular RNs.
- 6. **Unified Mediation March - April:** The union and employer recognize the systemic nature of the topics we're currently negotiating and agree to mediate across every unit at a single time and location for all ONA RN inpatient bargaining units with open collective bargaining agreements, including St. Vincent, Willamette Falls, Newberg, Hood River, Medford, and Milwaukie.

The following agreement encompasses the understanding between the union and employer through mediated session for the months of March and April during 2024.

X

On Behalf of Oregon Nurses Association

X

On behalf of Providence, Oregon
Providence, Oregon

