

Providence St. Vincent Medical Center  
9205 SW Barnes Road Portland, OR 97225  
t: 503.216.1234  
www.providence.org/oregon



October 16, 2024

Dear Joe,

The bargaining teams at Providence St. Vincent Medical Center (PSVMC) have been negotiating a new contract for more than a year. We have heard and share our nurses' frustration with the lack of progress at the bargaining table. To attempt to break that logjam, attached is a comprehensive and carefully considered final offer from PSVMC. This offer includes notable improvements from our prior positions on key elements such as wages, differentials, staffing, and a substantial ratification bonus. We have worked diligently to present a solution that balances fairness and equity with long-term sustainability, ensuring that both our nurses and the broader community are well served.

This is the strongest and most competitive offer that PSVMC will provide. Our team has gone above and beyond to refine it, resulting in a proposal that is not only highly market-competitive but also equitable and aligned with our shared goal of supporting our dedicated nurses, including by recruiting and retaining highly qualified nurses.

We recognize the importance of reaching a fair agreement for all parties, and are concerned about the tone of ongoing communications from ONA focusing on promoting "power" and potential labor unrest rather than working toward agreement. Just one recent example is a flyer promoting "systemwide strike schools" and listing dates for seven sessions. While strikes are sometimes a legitimate part of negotiations, we believe that prioritizing patient care and our nurses' well-being is paramount. Another prolonged strike risks undermining both and will not result in an improved offer from PSVMC. We encourage ONA to consider the impact of another strike on our nurses as well as the community and patients we all serve.

I want to be very clear: this is the final offer that PSVMC is prepared to make. Should another strike occur, the resulting economic consequences for PSVMC will mean that this offer will no longer be available.

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I would like to emphasize again that there will be no retroactive wage increases. We have been clear since bargaining began that our goal was to reach a new contract before expiration, and therefore raises only would be effective going forward. To facilitate that, we made a rare move for an employer and offered substantial wage proposals early in bargaining. ONA, in response, presented and maintained proposals not designed to reach an agreement. In an effort to reach an agreement before the contract expired, PSVMC offered to mediate in November, 2023 which ONA rejected. PSVMC repeated its request to mediate nearly every session, and ONA continued to reject it until months later in late February 2024, when ONA proposed participating in mediation in June. This further delayed bargaining over wages for over three more months. Accordingly, our position has not changed: any wage adjustments will take effect in the second full pay period following ratification, and there will be no retro. A strike will not change this position.

I am incredibly proud of our nurses and their dedication to providing high-quality patient care. I know they share our desire to get them the wage increases they've been waiting on since their contract expired over 9 months ago, and to be able to focus on the essential work they do. I hope you will join us in prioritizing the interests of our nurses, patients, and our community over further unnecessary and unproductive conflict and delay, and work with us to bring these negotiations to conclusion.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Paxton". The signature is written in a cursive style and is followed by a horizontal line.

Elizabeth Paxton, PhD, MSN, RN, NEA-BC  
Chief Nursing Officer  
Providence St. Vincent