

May 16, 2024

PMMC Nurses,

We had our final scheduled mediation session with ONA today before the upcoming central mediation in June.

After waiting two months for ONA to respond to our previous financial proposal, we received a counter proposal at the end of our last session. This enabled us to present a competitive and generous offer, that we have been ready to present for two months. This proposal gives an average first year increase of 22.76%. This means first-year raises of \$10.39-12.92 per hour, plus an additional 6% over the next two years. This offer is the best in the Medford market, alongside our existing best-in-market benefits package.

We want to stress that this is our best offer. Our goal remains to ensure that you receive fair compensation and to finalize this agreement. Moving to central mediation changes the bargaining dynamic, and this offer will not be available beyond May.

We have provided a breakdown for quick reference below.

Step	Current Rate	New Rate	Pay Increase	Percentage Change	Year 2-3%	Year 3-3%
Start	\$39.74	\$50.13	\$10.39	26.14%	\$51.63	\$53.18
After 6 Months	\$40.64	\$51.07	\$10.43	25.66%	\$52.60	\$54.18
1	\$41.54	\$52.02	\$10.48	25.23%	\$53.58	\$55.19
2	\$43.31	\$53.88	\$10.57	24.41%	\$55.50	\$57.16
3	\$45.04	\$55.69	\$10.65	23.65%	\$57.36	\$59.08
4	\$46.73	\$57.47	\$10.74	22.98%	\$59.19	\$60.97
5	\$48.36	\$59.18	\$10.82	22.37%	\$60.96	\$62.78
6	\$49.09	\$60.21	\$11.12	22.65%	\$62.02	\$63.88
7	\$49.94	\$61.62	\$11.68	23.39%	\$63.47	\$65.37
8	\$51.61	\$63.38	\$11.77	22.81%	\$65.28	\$67.24
10	\$52.33	\$64.13	\$11.80	22.55%	\$66.05	\$68.04
12	\$53.51	\$65.11	\$11.60	21.68%	\$67.06	\$69.08
13	\$54.12	\$65.75	\$11.63	21.49%	\$67.72	\$69.75
15	\$54.72	\$66.38	\$11.66	21.31%	\$68.37	\$70.42
17	\$55.96	\$68.21	\$12.25	21.89%	\$70.26	\$72.36
20	\$57.21	\$70.05	\$12.84	22.44%	\$72.15	\$74.32
22	\$58.87	\$71.79	\$12.92	21.95%	\$73.94	\$76.16
25	\$60.78	\$73.27	\$12.49	20.55%	\$75.47	\$77.73
27	\$62.36	\$74.40	\$12.04	19.31%	\$76.63	\$78.93

If you have any questions, please reach out to your core leader.