



Our RP Wage Proposal Would Make Legacy a Market Leader for RP RN Pay

Proposal Highlights:

- **Retro pay** for wrongly denied 4.25% October 2026 increase
- **Pay parity** with OHSU on base wages & key differentials
- **Future increases that keep up with inflation** & rising costs
- **Pay for** working in a speciality role (e.g. ECMO, TRN, SPU)
- **Strong LSI** language that secures pay

Increased Differentials

- 18% NOC Shift Differential
- 6.75% Evening Shift Diff
- 12% Preceptor Differential
- 10% Weekend Differential
- 10% Charge RN Differential
- 8%-12% Specialty Role Differential
- 4% Bilingual Differential (All Hours)

Other Enhancements

- Secures Mileage reimbursement
- “Double Back” Pay when 10 hours or less between shifts
- When a LSI shift is canceled, a Nurse is only placed on standby if mutually agreed
- Reimbursement for Dual Licensure



Sign the bargaining platform petition to support public action for a fair contract!



NO RAISE!?! – Unlawful, hypocritical, and disrespectful to bargaining RNs



Legacy's decision to withhold raise violates labor law, goes back on prior commitments, and undervalues our commitment to this community.

Dear Dave,

We are reaching out as part of our maintenance of the **dynamic status quo** as we continue to negotiate a first agreement at Legacy Mount Hood Medical Center. **Consistent with past practice, Legacy is implementing its annual wage increases** for Nurses, including represented Mount Hood Nurses. Legacy's increases of its step schedule for all of its Nurses, including those in the bargaining unit is 4.75%. These increases are anticipated to be implemented effective October 7, 2024 with an anticipated paycheck date of October 25, 2024. **Given this timeline, time is of the essence.** Please let us know if you have any objection to including the bargaining unit Nurses in these annual increases by October 2, 2024, and/or if you would like to discuss and/or bargain over the scheduled wage increases. Obviously whether or not you decide to request bargaining over these annual increases or agree to their implementation, we anticipate continuing to bargain over wages as part of our overall bargaining for an initial contract.

Best,

Sarah F.

We won't back down from their divisive and underhanded tactics.

We conduct a comprehensive review of RN compensation **each year using a consistent methodology** to ensure our nurses are paid competitively within our local market. In addition to the market analysis, we perform an internal equity review to ensure pay is aligned to peers and based on relevant years of experience.

We are applying these pay increase methods for **union and non-union nurses, reflecting our commitment to valuing all nurses equally.** This approach helps us maintain market competitiveness and internal equity in our compensation practices.

Fiscal year 2026 RN pay changes took effect last Sunday and will appear on the Oct. 24 paychecks.

Who's included in the annual RN compensation review:

All non-management RNs.

ONA plans to file a ULP in response to Legacy's unlawful action

"Withholding an annual wage increase this year feels like a punitive slap in the face to those of us who are simply working towards fair contracts that support our ability to care for our patients"

Liz Wyzik, RN - Resource Pool



SIGN OUR BARGAINING PLATFORM TO STAND UNITED FOR A FAIR CONTRACT



ONA Oregon Nurses Association
Caring for Oregon



BARGAINING PETITION

