



Building Power. Advancing Justice. Winning for Our Communities.

May 2024 - May 2026 Convention Report



A Union and Organization on the Rise

Over the past two years, the Oregon Nurses Association (ONA) has won significant gains for frontline caregivers and patients—demonstrating the power of working families standing together and speaking with one voice.

Even in the face of enormous headwinds—from federal threats and a more corporatized healthcare system to unprecedented funding cuts—ONA has risen to meet the moment.

The scope and impact of these accomplishments are unmatched, reflecting a rapidly growing organization that is leading at every level of healthcare.



The past two years have marked a period of extraordinary growth and impact for the Oregon Nurses Association.

Together, we have:

- Organized thousands of new frontline healthcare workers
- Won historic contracts and led powerful strikes
- Passed transformative legislation
- Strengthened professional standards for nurses
- Defended patient care across Oregon
- Pushed back against federal attacks on our healthcare system

These accomplishments are not isolated victories—they are the result of collective action, an engaged membership, and a shared commitment to building a stronger, more equitable healthcare system.

As we look ahead, ONA is positioned to continue leading, growing, and winning for the communities we serve. The following highlights represent just some of the victories achieved since the 2024 Convention and House of Delegates.



Raising Standards Through Collective Action

Strikes & First Contracts 2024 - 2026

ONA members have continued to set the standard for worker power in healthcare—winning strong contracts, defending patient care, and expanding union representation across the state.

As a result, Oregon is now the state with the highest paid RNs when adjusted for cost of living, and ONA now represents more than 25,000 nurses and healthcare professionals.

2024



LIMITED DURATION PROVIDENCE 6 BARGAINING UNIT STRIKE JUNE 18-22, 2024

2025

11 BARGAINING UNIT PROVIDENCE STRIKE, JAN. 9 - FEB. 24, 2025

The largest healthcare strike in Oregon history lasted 46 days and brought together more than 5,000 frontline healthcare professionals across 11 bargaining units at eight Providence hospitals and clinics. The result: historic contracts for nurses and first contracts for hospitalists, physicians, and advanced practice providers—setting a new standard for hospitals.

The strike made international news and inspired frontline healthcare workers across the United States to take action.



2025

LEGACY APP STRIKE AND FIRST CONTRACT, DEC. 2, 2025 - JAN. 2, 2026

More than 100 advanced practice providers (APPs) at Legacy organized, went on strike, and successfully ratified their first contract—marking a major milestone for APP organizing in Oregon and demonstrating the growing power of these essential providers.



IN DEC. 2025 LEGACY GOHEALTH AND PEDIATRIC APPS EACH HELD ADDITIONAL 2-DAY SOLIDARITY STRIKES.

2026 hasn't had any strikes so far, but ONA members continue to build their collective power through union action with rallies, info pickets, and more.

First Contracts

ONA members secured first contracts that established essential workplace protections and laid the foundation for long-term union strength, including:

- Hillsboro Medical Center Case Managers
- Hillsboro Medical Center Infusion RNs
- Legacy Adult Specialty APPs
- Legacy Mount Hood RNs
- Legacy Pediatric Specialty APPs
- Legacy Unity BHTs and Pros
- Legacy Women's Clinic CNMs
- OHSU APPs
- Pioneer Memorial Hospital
- Prov HHH Assistants
- Prov Newberg Lactation RNs
- Prov Women's Clinic Providers
- Prov Women's Clinic RNs
- Providence Benedictine
- Providence Immediate Care
- Samaritan Case Managers
- St Anthony Techs
- St Charles Bend Infusion Clinic
- St Charles Bend Transfer and Logistics CNTs
- St Charles Bend Case Managers
- St Charles HHH

Together, these victories represent a significant expansion of union power and a clear commitment to improving working conditions and patient care across Oregon.

Historic Growth Through Organizing



ONA has experienced historic growth in recent years. **Since the 2024 Convention and House of Delegates, more than 4,500 frontline workers have become represented by ONA.** These victories extend beyond registered nurses to frontline healthcare professionals from a range of disciplines. ONA now represents more than 50 different occupations.

This expansion strengthens the union's ability to advocate for both workers and patients—and moves us closer to building true wall-to-wall unions.

ONA-Represented Occupations*

- Access Intake and Referral Workers
- Acupuncturists
- Audiologists
- Behavioral Health Therapists
- Behavioral Health Utilization Management
- Bereavement Counselors
- Certified Nurse Assistants
- Certified Nurse Midwives
- Certified Surgical Technologists
- Chaplains
- Chiropractors
- Clinical Nurse Specialists
- Clinical Social Workers
- Clinical Therapists
- Clinical Therapy Specialists
- Crisis Intervention Specialists
- CT Technologists
- Dietitians
- Dosimetrists
- Echocardiograph Technologists
- Exercise Physiologists
- Licensed Massage Therapists
- Licensed Practical Nurses
- Licensed Professional Counselors
- Librarians
- Mammography Technologists
- Medical Assistants
- Medical Lab Scientists
- Medical Lab Technologists
- Medical Physicists
- MRI Technologists
- Music Therapists
- Nuclear Medicine Technologists
- Nurse Practitioners
- Occupational Therapists
- Occupational Therapy Assistants
- Peer Support Workers
- Pharmacists
- Physical Therapists
- Physical Therapy Assistants
- Physicians
- Physician Associates
- Radiologic Technologist
- Recreational Therapists
- Registered Nurses
- Respiratory Care Practitioners
- Respiratory Therapists
- Social Workers
- Speech Language Pathologists
- Substance Abuse Counselors
- Ultrasound Technologists
- Vascular Technologists

*as of the creation of this report.

Organizing Wins

2024 ————— 1,343 Workers Joined ONA

- Legacy Women's Clinic Providers
- OHSU APPs
- Providence Immediate Care (RNs, MAs, PSS)
- Legacy Clinic APPs
- Providence Home Health Hospice Assistants
- Providence Elderplace (Techs, Professionals, RNs)
- Pioneer Memorial Hospital
- Providence Home Health & Hospice Benedictine
- Legacy Unity BHTs

2025 ————— 2,848 Workers Joined ONA

- Legacy GoHealth APPs
- Legacy Emanuel RNs
- Legacy Good Samaritan RNs
- Legacy Randall RNs
- Legacy Clinic RNs
- Legacy Float Pool RNs
- Legacy Adult Specialty APPs
- Legacy Pediatric Specialty APPs

This includes growth of the Providence Home Health and Hospice (PHHH) unit, including Benedictine staff, aides, and assistants.

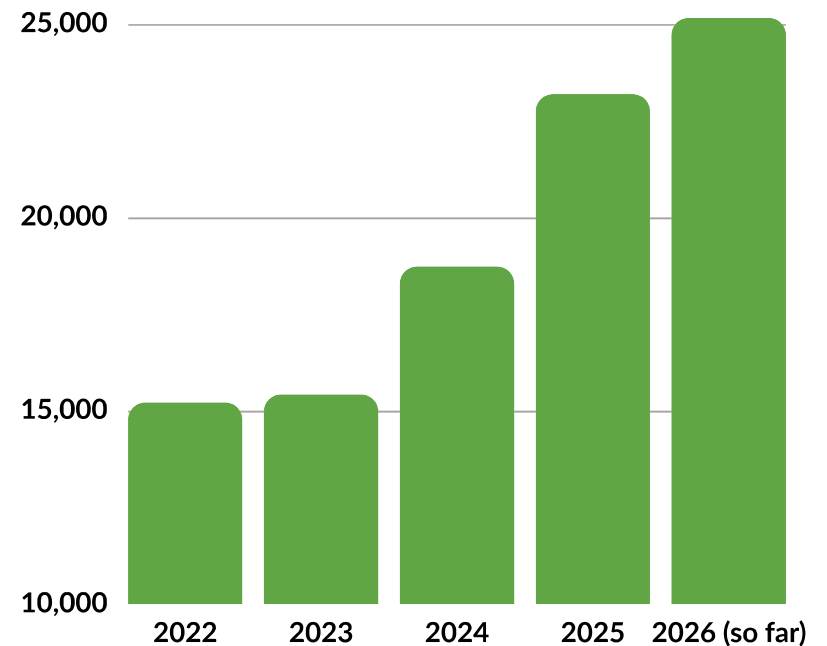
If someone is looking to unionize, visit OregonRN.org/OrganizeYourWorkplace



2026 ————— 593 Workers Joined ONA so far!

- PPMC Techs
- PWFMC Techs
- PPMC Pros
- More to come!

ONA Represented Workers by Year



Legislative Victories

2025

Historic Workplace Violence Legislation (SB 537)

ONA successfully championed legislation expanding protections for frontline caregivers who regularly face violence in their workplaces.



Unemployment Benefits for Striking Workers (SB 916)

In partnership with our labor allies, ONA helped pass best-in-the-nation legislation allowing workers to access up to 10 weeks of unemployment benefits during strikes.



Home Health & Hospice Equity (SB 1168)

This legislation ended per-visit pay practices for clinicians and protected workers from discipline tied to productivity metrics, promoting fair treatment and safer patient care.



2026

Healthcare Without Fear Act (SB 1570)

In response to ICE's and Border Patrol's behavior and lack of accountability in healthcare settings, ONA championed this legislation that limited federal law enforcement's presence in healthcare settings while protecting immigrant communities, patients, and providers. This bill was part of ONA's work combatting federal threats which you can read more about on page 15.



Defending Safe Staffing (HB 4074)

As hospital executives continue to attempt to undermine the historic 2023 safe staffing law, ONA continues to block these efforts.



Member-Driven Advocacy



LOBBY DAY

More than 100 members participated in ONA's first lobby day since the pandemic.



MEMBER ENGAGEMENT

Thousands of members testified, emailed, and called legislators to advance key priorities.



ONA AT THE TABLE

ONA secured a seat at the governor's table to shape long-term Medicaid sustainability solutions and to participate in the Oregon attorney general's workgroup addressing federal threats to Oregon.

Protecting Communities from Federal Threats



As federal policies continue to undermine local healthcare systems, ONA members have taken decisive action to protect communities by:

- Meeting with elected officials to defend Medicaid funding and healthcare access
- Speaking out publicly at rallies, in the legislature, and through the press
- Taking strong stances against the erosion of public health and vaccine infrastructure
- Challenging harmful federal policies that impact student loan access for healthcare professionals
- Advocating for immigrant communities in healthcare settings by speaking out publicly, passing critical legislation, and holding hospitals accountable



Learn more at
OregonRN.org/FederalThreats

Protecting Access to Care Across Oregon

ONA members continue fighting to protect essential services—organizing new members in rural communities, opposing harmful cuts and corporate consolidation, and resisting birth center closures. This is just the beginning.

ONA remains committed to equitable care for all Oregonians and will keep supporting healthcare workers while building a fair, effective healthcare system.



 SAMARITAN NORTH LINCOLN

 SAMARITAN LEBANON

In 2025, ONA healthcare workers, patients, and community members kept family birth centers open and protected surgical services that Samaritan Health planned to close. Supporters also led rallies and sent 21,000+ emails urging executives and board members to save birth centers and the emergency surgery team.

Safe Staffing Saves Lives

As hospital executives continue to try to undermine Oregon's RN Safe Staffing Law, ONA has been at the forefront of ensuring it is implemented properly.

These numbers are accurate as of April 2026 and demonstrate the employer's willingness to undermine the law and the power of nurses to enforce the law.

6,411

Nurse Staffing Complaints

1,272

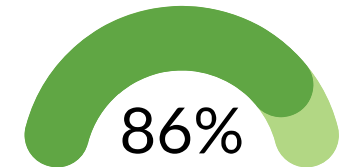
Prof./Tech. Staffing Complaints

466

Service Staffing Complaints

3,567

Completed Investigations



Complete Investigations Resulted in Confirmed Violations

2,984

Meal & Break Complaints Forwarded for Enforcement

\$ 280,250

in civil penalties assessed at 8 hospitals

\$ 1.19m

in penalties under appeal at 9 hospitals

File staffing complaints with the OHA at OregonRN.org/StaffingComplaints



Additional Organizational Accomplishments

Rebrand and Relaunch of the ONA Education Center

ONA relaunched our continuing education platform, expanding access to high-quality nursing CE and training resources. Learn more at OregonRN.org/EducationCenter or through this QR code.



More Equitable Dues Structure

ONA adopted a new dues structure that creates a system where members pay the same percentage, creating simplicity, transparency, and equity.

Supporting the Next Generation

Oregon Nurses Foundation awarded 14 nursing scholarships for the 2025–2026 academic year.

ONA In the News



ONA urges PeaceHealth to avoid 'costly mistake' of dropping Eugene Emergency Physicians

KMTR, NBC 16
February 2026



Providence, nurses union reach new tentative deal in 6-week-long strike

Oregon Capital Chronicle
February 2025



Nearly 2,300 nurses at three Portland-area Legacy hospitals vote to unionize

FOX 12
February 2025



Asante Rogue Regional Medical Center faces over \$200,000 in fines from OHA

KOBI-TV NBC5
December 2025



Legacy APP health care workers announce they may strike in early December

KOIN 6
November 2025

WHERE ARE WE NOW?

As we look ahead, ONA is well positioned to build on our wins and meet the challenges before us. With hard-won victories behind us and a growing, energized membership, we enter this moment from a place of real strength and momentum. Whether it's pushing back against federal threats to labor rights and healthcare funding, holding hospitals accountable to our staffing law, or taking on powerful anti-union forces in an increasingly corporatized healthcare system—ONA is built for the work ahead.

As we take on more first contract campaigns and welcome a broader range of healthcare professionals into our union, we are expanding our power, deepening our solidarity, and strengthening our ability to advocate for frontline caregivers and patients alike. While the road ahead is complex, ONA is more united, stronger, and more determined than ever. We are ready to meet this moment—and to lead the way for our patients and our communities.

QR CODE QUICKGUIDE



[OREGONRN.ORG](https://oregonrn.org)



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SOCIAL MEDIA



SIGN UP TO BE A
LEGISLATIVE ACTIVIST



JOIN OR ORGANIZE

Thank you to the elected statewide member leaders of ONA!

BOARD OF DIRECTORS

- Tamie Cline, RN, President
- Virginia Smith, BNS, RN-BC, Vice President
- Allison Seymour, BSN, RN, CMSRN, Secretary
- Richard Botterill, RN, Treasurer
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- Mary Crawford-Seekatz, RN
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- Breanna Zabel, BSN, RN
- Corinn Joseph, RN
- Bill Erickson, RN
- Joel Hernandez, RN
- Natasha Schwartz, BSN, RN - Recent Grad
- Michelle Chau, LPN – Non-RN Healthcare Worker

LABOR CABINET

- Harold Fleshman, RN
- Laurie Nilsson, RN
- Robert Carlomagno, RN
- Christy Bernier, RN
- Crow Bolt, RN
- John Nangle, RN
- Corrine Howard, RN
- Katie Moslander, RN
- Dani Chiero, RN

LIST CONTINUES 

CABINET ON HEALTH POLICY

- Chair: Patrick Hennessy, BSN, RN, MPP, CCRN
- Susan King, MS, RN, CEN, FAAN
- Stefanie Coffey, DNP, MBA, MN, ENP-C, FNP-BC
- Erica Swartz, BSN, RN, CPHON
- Joshua Holt, BSN, RN, CMSRN
- Kate Ballard, CPNP-AC/PC
- Linda Bifano, RN, DNP
- Frances Robbins, AANP, PMHNP

CABINET ON PROFESSIONAL PRACTICE

- Chair: Amy Blankenship, PhD, MSN, RN
- Larlene Dunsmuir, DNP, FNP, ANP-BC
- Melissa Ozmore, BSN, RN, PMH-BC, BCPA, HNB-BC
- Evey Mckellar, RN
- Becky Wise, BSN, RN
- Kody Monigold, RN
- Sofya LaRocque, BSN, RN, CCRN

CABINET ON ORGANIZING

- Chair: Pamela Gordon, RN (Good Samaritan Regional Medical Center)
- Katy Cooper, RN (retired from OHSU)
- Sue Phillips, RN (retired from Providence Portland)
- Kevyn Paul, RN (Sacred Heart Medical Center)

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Best Nurse Staffing
Ratios in Law

Fastest-Growing AFT
Local in the Nation

Most Progressive
Unemployment
Insurance Striker Benefits

Highest RN Wages in
the U.S. when Adjusted
for Cost of Living

25,000⁺

Represented Workers

79

Bargaining Units

*All metrics accurate as of drafting
Spring 2026*

