I’ve been the chair of our Oregon Nurses Association (ONA) executive committee and co-chair of our hospital staffing committee for the past two years. I love working at Silverton Hospital because, regardless of our differences and backgrounds, we are united by our passion to continue providing safe patient care to our fellow community members. It takes a strong team to do what we do, and I am so proud to work alongside each and every one of my colleagues.

Now that nurses have voted, we can put the election behind us. Our staffing committee, with a strong focus on collaboration between management and nurses, can continue working to ensure the best bedside nursing possible for our patients. Our ONA bargaining team can continue advocating for patients and our fellow nurses at the negotiating table.

I know that all our nurses want Silverton to thrive and be a great place to work. I’m hopeful that more of my nurse colleagues will take part in our current contract negotiations. Together, we can push for an agreement that brings our compensation up to competitive levels and protects the benefits that we deem vital. Our next negotiations session is on June 26, please join us!

Moving Forward

What Were the Blocking Charges About?

In early April, ONA filed Unfair Labor Practice (ULP) charges against Legacy because they were violating the law. We filed what are referred to as “blocking charges” with the National Labor Relations Board (NLRB), the federal agency that oversees the union election process.
What Were the Blocking Charges About? continued from page 1

These charges include:

1. The employer intentionally slowed our bargaining process by failing to make economic counter proposals in the weeks leading up to the decertification petition being filed.

2. The employer permitted anti-union messages to be sent to all nurses via the employer-owned list serve, even after promising to remain neutral.

We provided evidence that Legacy took these unlawful actions. Legacy did not make economic proposals for weeks at negotiations because they were stalling for the decertification. They had then and thanks to the election, continue to have an obligation to negotiate with ONA nurses in good faith. Nurses indeed received anti-union messages on Legacy’s list serve. These actions are undisputed. These are also violations which amount to an unfair labor practice by Legacy. The NLRB reviewed the charges and determined that an investigation was warranted. Had the investigation been completed, we are confident the charges would have been upheld by the NLRB.

However, we didn’t have the luxury of waiting. While we always want to hold the employer accountable for violations, the investigation would have delayed the vote significantly adding several months to the election process and halting contract negotiations altogether.

We heard from nurses loud and clear. Folks did not want a delay. In consultation with nurse leaders at Silverton, we withdrew the ULP charges so that we could focus on negotiations and our vote. In the end, it was the right call for our entire bargaining unit.

Our bargaining team is eager to move past the vote. We look forward to getting back to the table and bargaining a fair contract. We hope every nurse will take part and have a voice in our union and in our contract negotiations. To find out how to get more involved email torres@oregonrn.org.

Standing together we can make Legacy Silverton Medical Center a wonderful place to work for all nurses!

Be Part of the ONA Nurse Leadership Institute

ONA is now accepting applications for members interested in participating in the second annual Nurse Leadership Institute (NLI).

The NLI is designed to create a cohesive and dynamic community of peers that is organized to affect change and respond to challenges in politics, practice, and labor.

An intensive, unique program, built on an evidence-based leadership model, the NLI will help you develop and strengthen vital skills needed to advance the nursing profession.

Applications are due by Aug. 3, so visit the ONA website for more information and to start your application today!

www.OregonRN.org/NLI