



Legacy Ambulatory Medical Group Bargaining Update - October 15, 2026

As Legacy management continues down a path of violating the law through their refusal to provide us the regular 4.25% annual wage increase, RNs are demonstrating their commitment to winning a fair settlement by pledging support for public action.

There are now over 1500 RNs from across Legacy clinics and hospitals in negotiations that have signed the petition pledging to stand together to win strong first contracts for nearly 3,000 nurses across the system. If you haven't done so yet, [please sign here](#).

At yesterday's bargaining session, the Ambulatory ONA team proposed a historic, comprehensive proposal on compensation. This proposal would place Ambulatory RNs on the current inpatient wage scale to create one scale across the board. The proposal would also lock in the 4.25% wage increase that Legacy should have legally given us in the first October pay period. Beyond this increase, our team proposed an additional across-the-board 9.5% raise to the existing RN wage scale effective upon ratification of our agreement. This additional 9.5% would ensure pay parity with RNs at OHSU, making Legacy a market leader in the Portland metro area.

Proposed Differentials:

- 6.75% Evening Shift Differential
- 12% Preceptor Differential
- 10% Weekend Differential
- 10% Charge/Lead RN Differential
- 8% Speciality Role Differential
- 4% Bilingual Differential (All Hours)

Additional Enhancements:

- Pay Parity for Ambulatory RNs
- Expanded access to LSI (including On-Calls, Per Diem, and Supplemental)
- "Double Back" Pay when 10 hours or less between shifts (1.5x pay)
- Reimbursement for Dual OR/WA RN Licensure
- Work From Home Stipend of \$250/month

In the second year of the contract, our bargaining team proposed a 6% pay increase to keep pace with the rate of inflation. In writing this proposal, your bargaining team is responding to Legacy RNs' strong desire for wage parity across the Legacy system, both inpatient and outpatient, and across the Portland metro area.

Our compensation proposal calls on Legacy management to invest in the RNs who provide the care, to value the experience that protects patients, and to recognize their professional expertise that allows Legacy to meet the needs of its communities every day. This proposal is about more than wage increases. It is about whether Legacy intends to build and retain the experienced nursing workforce it needs to operate its hospitals and clinics safely while providing quality patient care.

In addition to the compensation proposal, we also proposed an article that would prohibit Legacy's ability to contract out any work that would lead to layoffs or a reduction in work for existing Legacy RNs, so that management cannot use agencies, for example, to take work away from Legacy RNs.

Management brought us a Professional Development and Education counterproposal. Legacy offered nothing new in terms of nursing education. They agreed only to provide pay for mandatory education (BLS, annual mandatory education, E+, etc). They rejected our proposal for a professional education fund as well as our proposal for paid education time.

You can read the Ambulatory proposal on compensation [here](#) and on contracting out [here](#).

If you have questions, please reach out to your labor rep, Sophie Peters, at peters@oregonrn.org

□