DECLARATION

We, the undersigned nurses of Legacy Mt. Hood Medical Center are committed to the organization’s mission of “good health for our people, our patients, our communities and our world. Above all we will do the right thing.” We believe that these values should be practiced in both the community and within the organization.

Unfortunately, we have seen and experienced many decisions and actions over the past several years that contradict Legacy’s values and promise. These experiences include: accepting public dollars to improve staffing while simultaneously violating safe staffing standards and failing to provide support for nurses to take adequate meal and rest periods, taking away mental health services for frontline workers during a global pandemic, and, most recently, closing down our Family Birth Center without sufficient safety measures in place to protect our patients. In spite of these organizational shortcomings, we have been expected to continue to deliver high quality care without interruption during one of the most turbulent times in healthcare.

Our goal is to be able to participate in the decision-making process that affects our workplace and ultimately, our community. We are deeply committed to building and maintaining a workplace where the highest priorities are:

• Providing quality patient care with proper support, education time, and access to appropriate tools and technology;
• Ensuring that all workers are represented, treated fairly, and have access to due process;
• Input in decision-making that fosters transparency, delivery of care and working conditions including: equitable wages, benefits, paid time off, productivity standards, adequate staffing, employee retention, and workplace safety.

By joining the Oregon Nurses Association’s 15,000 members, we will be able to create a more equitable partnership that ensures Legacy’s values and promise are upheld for all employees, patients, families, and the community.