



Legacy Mt. Hood Bargaining Update #1

Your bargaining team met with management's bargaining team for our third bargaining session yesterday. It was our first full session with them where both parties exchanged proposals. These articles will eventually become the body of our contract (AKA collective bargaining agreement or CBA).

We formed our union so nurses could have an equal voice in determining our working conditions, salary, and benefits. Our team has met every week since October to craft realistic proposals that address the difficult issues we face in our job. We have been very intentional and thoughtful with every paragraph we write. One proposal we worked extensively on is our [health and safety proposal](#). We do not believe that the current safety policies at Legacy adequately address the safety needs of nurses, patients, and everyone who works at or visits the hospital, so we borrowed contract language from our fellow unionists at OHSU.

Before we presented our proposal, Jenni Suarez told the management team about some of the dangers we face in our work. The events of last Sunday when a patient was able to bring a knife into the ICU were used to highlight the kinds of dangers nurses face. That dramatic example was used to explain why the hospital needs to have trained security personnel search all belongings and scan, wand, and search all patients and visitors.

Our proposal calls for security staff, not nurses, to be responsible for screening patients and searching all belongings before patients and visitors enter the hospital, including those who

arrive via EMS. We call for security guards to be stationed at metal detectors at all times, and for at least four additional security guards to make rounds and respond to incidents.

Jenni also talked about the difficulty nurses sometimes have in getting security personal to take a threat of violence seriously. Our proposal calls for security staff to consult with the nursing supervisor and site leadership when making the decision to call a code silver.

Our proposal calls for enhanced levels of training for all nurses, with a particular emphasis on de-escalation techniques and tactics. We call for advanced training for the nurses in the ED and the FBC who often face the most difficult situations.

When nurses do experience violence in the workplace, we are asking that there be a better reporting system where reports are sent to the union and the Safety Committee for review. We call for the Safety Committee to review incident reports within 24 hours and respond with action when appropriate. We ask that managers follow up with nurses who have experienced violence in the workplace within 48 hours, and we call for no nurse to lose pay after being the victim of an assault in the workplace.

There is a lot more to our proposal. Please [take a look at it](#) and provide us any feedback you would like to share. We are taking our job of representing you seriously and welcome your input.

Our health and safety presentation was just one article, of many, proposed by us in a busy day. Much more happened during this session that we will detail in another email shortly. We aim to send a weekly or biweekly update on our progress. You can read all the proposals we presented on [our ONA website](#).

In solidarity,
Your Bargaining Team
Chair: Jenni Suarez (ED)
Vice-Chair: Lilli Charron (ICU)
Secretary: Christie Mikrut (ICU)
Treasurer: Ranae Johnson (PACU)
Grievance Chair: Annie Davidson (Endoscopy)
Membership Chair: Marissa Taplin (Case Management)
Unit Representative/Steward Chair: Peter Reitan (Medical)
PNCC Chair: Sunshine Keenan (OR)
Staffing Committee Chair: Patrick Blankeship (ICU)
Member-At-Large: Austin Teune (ED)
Member-At-Large: John Pfender (ED)

If you have any questions, please contact a member of your bargaining team or your labor rep. David Cecil at Cecile@OregonRN.org.

