



Legacy Emanuel Bargaining Update

Our Wage Proposal Would Make Legacy Market Leader for RN Pay

As Legacy management continues down a path of violating the law through their refusal to provide us the regular 4.25% annual wage increase, RN's are demonstrating their unity and commitment to winning a fair and just settlement by pledging support for public action, including an informational picket like the one that SEIU held on September 14th.

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

[here](#). Our ability to win on our proposals is a direct reflection of our ability to stand together as RNs.

At our Thursday, October 15th bargaining session at Emanuel, our bargaining team delivered a historic, comprehensive proposal on compensation. The increases proposed would make Legacy the market leader for RN pay in Oregon. The proposal would lock in the 4.25% wage increase that Legacy should have legally given us in the first October pay period, guaranteeing that all bargaining nurses are paid retroactively to the date that raise was due. Additionally, our team proposed a market adjustment raise to the existing RN wage scale of 9.5 % effective upon ratification of our agreement, ensuring pay parity with RNs at OHSU and making Legacy a market leader in the Portland metro area. Differential adjustments include the following:

- 18% NOC Shift Differential
- 6.75% Evening Shift Differential
- 12% Preceptor Differential
- 10% Weekend Differential -10% Charge RN Differential
- 8%-12% Speciality Role Differential (NRS, CRN, TRN, SPU, CVOR, ECMO, etc)
- 4% bilingual Differential (All Hours)

Additional Highlights:

- 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)
- On-Call rate increases including Holiday Call and Excessive Call Rates
- Reimbursement for Dual OR/WA RN Licensure
- Work From Home Stipend of \$250/month

In the second year of the contract, we proposed a 6% across-the-board increase to keep pace with the rate of inflation and increases to the cost of living. In making this proposal, your bargaining team is responding to what RNs at Legacy have communicated about a strong desire to move towards achieving wage parity with nurses at OHSU and effectively having one industry standard of pay for all nurses that work in the Portland metro area. You can read our [proposal on compensation here](#) and our proposal on [contracting out here](#).

For their part, Management brought us a Professional Development and Education (Article 16) counterproposal. Legacy offered nothing new in terms of nursing education. They agreed only to provide pay for mandatory education (BLS, annual

mandatory education, etc). They rejected our proposal for a professional education fund as well as our proposal for paid education time. Alarming, they also proposed that nurses must complete mandatory education and elearning modules only during our schedule shifts, without explicit management approval which will be granted at their complete discretion.

We truly appreciate your continued support and feedback as we work to articulate the voice of so many skillful and dedicated healthcare professionals. Please reach out to a member of the bargaining team, Contract Action Team, or ONA Labor Representative if you would like to share feedback on proposals, ask questions, or get more involved. Everything we accomplish, we'll accomplish together.

If you have questions, please reach out to your labor rep Kathryn Geren at Geren@OregonRN.org



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