

GOOD SAM BARGAINING UPDATE



JUNE 29TH 2026, 12-1500, WISTAR MORRIS. 5TH SESSION!

In attendance on behalf of Good Sam RNs:

Gabe (OR), Matt (ED), Kerry (RIO),
Jason (PCU), Kyle (ED), Tami (FBC),
Morgan (FBC), Daisy (ONA), Rob (ONA)

In attendance on behalf of Legacy:

Sarah Hale (Legacy Legal Rep),
Jamie Platt (Labor Relations),
Shannon Schuman (Labor Relations),
Roy Ball (Director of Patient Care),
Brenda Saling (Director of Surgical
Services), Christine Brown (Cancer Program Manager)



What Happened:

- **We presented 8 counter proposals:** Membership and Dues, Union Rights, Management Rights, No Strike Clause, Grievance Procedure, Non-Discrimination and Harassment Free Workplace, Drugs and Alcohol
- **Legacy presented 3 counter proposals:** Preamble, Recognition, Separability

Opposing Views:

- Legacy continues to propose anti-union language, pushing for an open shop and offering only references to current policy without committing to the actual content of the policies in writing
- They objected to our counter proposal on management rights and insisted it should include their robust list of rights. We refused to agree to their list without having a more productive discussion on corrective action, layoffs, etc

✨Describe the Vibe✨

- **94%** of RNs at Good Sam voted yes for the Union. An open shop is insulting as it discounts our incredible election results and the hard work we put into organizing. This contract will benefit ALL the nurses covered in the agreement and our proposal for a “fair share” shop is already a generous compromise
- Legacy’s new labor relations representative spoke over our union voices, repeatedly remarking that “No” we are not insulted by their proposals. **Legacy indicated they intend to hardline at all their new tables for an open shop**
- Their lawyer was upset by the argument that other contracts (Mt. Hood, Unity, Silverton) include language for closed shops, despite consistently using that measure herself (“other contracts have this language”) for their own proposals and again after objecting to it
- We engaged in a lively exchange about bargaining philosophy and what constitutes good faith bargaining. Legacy's lawyer postured that the Union is not making substantive compromises and then continued to claim that “Nurses will follow Legacy policy” is genuinely their best proposal idea despite taking many months to meet us at the table

What's Next:

- Good Sam bargains ~every other Monday
- Next session July 13th 12:00-3:00pm



ONA HOME PAGE FOR
PROPOSED ARTICLES



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