



Legacy Good Samaritan Bargaining Update

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

There are now over 1200 RNs from across Legacy clinics and all of the hospitals in negotiations that have signed the petition pledging to stand up together to win strong first contracts at Legacy for nearly 3,000 nurses across the system. If you haven't done so yet, [please sign here](#). Join your colleagues and get active in the campaign to win by getting a copy of the petition and talking with other RNs in your unit about signing. Ask a member of your bargaining team or ONA Labor Rep, Peter Brogan (brogan@oregonrn.org) to get a petition.

At today's bargaining session, your bargaining team made a historic, [comprehensive proposal on compensation](#) that, if achieved, 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 you in the first October pay period, guaranteeing that all bargaining nurses are paid retroactively to this October period. Beyond this increase, the team proposed an additional across-the-board raise to the existing Good Sam/LEMC/Randall/Ambulatory RN wage scale of 9.5% 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. In addition, the proposal includes increases to the following differentials:

- 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 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)
- 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, your team 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 to them 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.

Our proposal calls on Legacy management to invest in the RNs who provide the care, to value the experience that protects patients, and to recognize the professional expertise that allows Legacy to meet the needs of its communities every day.

Good Samaritan RNs are a vital part of a larger coalition of nearly 3,000 Legacy RNs, called the “Downtown 5.” The Downtown 5 represent more than 20% of all Legacy employees, a group with bargaining power greater than any other in Legacy history. When combined with the RNs at Silverton Hospital, Mt Hood, RNs & Behavioral Health Techs and Professionals at Unity Center, and the APPs, ONA represented healthcare workers are now approximately 30% of ALL Legacy employees and about 2/3rds of all Registered Nurses in the Legacy System.

[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.



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