



Legacy Good Samaritan Bargaining Update

Final Proposals In. Legacy Still Refusing to Give 4.25% Raise.

At Monday’s negotiation session, your Legacy Good Sam Bargaining Team presented the final three initial proposals we had left to give to management, putting the ball squarely in their court. These proposals represent a milestone in our bargaining, as they effectively conclude our introduction of initial proposals, completing the framing of our contract and our priorities.

Our top priorities are improvements to compensation that make Legacy more competitive with other healthcare systems in the market, quality and accessible health benefits, safe staffing, a strong voice at work, and a safe environment for nurses and patients. Our ability to win on these priorities is directly related to our ability to act

together and demonstrate to Legacy that we are committed to those priorities and a fair contract.

While the refrain from Legacy management at the negotiations table has been that they have not been able to make many counter proposals until they received a compensation proposal, management has yet to present us with a response or single counter proposal to the Letter of Agreement calling on them to pay the 4.25 % annual wage increase to Good Sam RNs, which we presented on September 22, 2026.

Legacy management likewise has failed to give any counter proposal to us on compensation, which we presented at our last session on October 6, 2026. The only proposal management had for us today was on Health & Safety, and while it constitutes a comprehensive counter it fails to address a number of serious safety concerns that our original proposal made in July sought to ameliorate.

With management continuing to refuse to make substantive counter-proposals at the table, this makes getting to a super majority of 80 percent or higher on the [bargaining petition](#) critical. If you have not yet signed it, please do so now to send a powerful message to Legacy management that RNs at Good Samaritan demand that they settle a fair contract now. Please talk to co-workers on your unit about signing today and demonstrating the unity and power of Good Samaritan RNs. If you are able to help move the petition with your co-workers throughout your unit and need a paper petition please contact a member of your Bargaining Team or one of your ONA Labor Reps Daisy Hernandez (d.hernandez@oregonrn.org) or Peter Brogan (brogan@oregonrn.org)..

[The article we proposed on interactions with Law Enforcement](#), would establish important protections for nurses and patients. It is in part a response to the outrageous events that occurred as a result of the presence of Immigration and Customs Enforcement (ICE) at Legacy Emanuel, and our proposal is intended to provide support for nurses, so we can focus on our practice and serving our patients with integrity.

Our proposal:

- Ensures that RNs won't be responsible for reviewing subpoenas or legal documents
- Supports RNs in having final say over decisions related to our nursing practice
- Ensures that members of Law Enforcement, including ICE, won't be allowed in non-public areas unless necessary to comply with legal documentation
- Prohibits retaliation against nurses for speaking up consistent with our rights
- Requires adherence to all local, state, and federal law and adopted Legacy Policy

Your Bargaining Team also proposed a contract expiring in June of 2028, giving us a similar expiration date to OHSU RNs (April 2028) and Providence RNs (December 2028). This allows us visibility on the changing RN market, an opportunity to coordinate our bargaining with other RNs in these major systems, and gives us a runway to finalize negotiations prior to an anticipated October annual raise.

Please join other Legacy RNs at a Halloween party on Friday, October 23rd at Migration Brewing on N. Williams. This will be a family friendly event, with food and refreshments provided. We hope to see you there!



[Your Bargaining Unit Info \(Including All Proposals!\)](#) [Update Your Info](#)

