



Legacy Resource Pool Bargaining Update

At Tuesday's bargaining session, your Resource Pool Bargaining Team presented two proposals 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.

Legacy management pressed on the importance of having us present our wage compensation proposal at several of our bargaining sessions stressing that they need to understand the total compensation cost to intentionally counter our proposals. In spite of Legacy's repetitive asks to provide them with the wage compensation proposal, Legacy 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 Legacy Resource Pool RNs, which we presented on Tuesday, September 22, 2026.

Instead, Legacy counter-proposed disingenuous language to our Floating, Clusters, and Low Census proposal, [Article 21](#) . Their counter-proposal did not capture any of our language or intent of our proposal which defined our clusters, provided guardrails to floating while on shift, identified an orientation process, provided a

clear rotation process and prevented Legacy to cancel shifts. When Legacy proposes language that does not at all move toward our need to address our cluster and floating concerns, a top two Resource Pool Nurse priority, we can expect that Legacy is going to continue to drag out our bargaining process by presenting completely different proposals at the table. As Sarah Hale, Legacy's Legal Counsel, said today regarding our Article 21 language, "We don't believe in the Article you proposed", confirms the rejection of our position.

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 Resource Pool RNs demand that they settle a fair contract now. Please talk to RN's about signing today and demonstrating the unity and power of Resource Pool RNs. If you are able to help move the petition with your co-workers throughout your shift and need a paper petition please contact your ONA Labor Rep Daisy Hernandez (d.hernandez@oregonrn.org).

Your Bargaining Team proposed [Article 1, Definitions](#) and [Article 29, Duration and Termination](#). Our Duration and Termination Article proposed a contract expiring in June of 2028, giving us the ability to re-negotiate our contract sooner. Because this contract would be our first collective bargaining agreement, we find it best to have a shorter duration allowing us to meet again to make any needed improvements. Additionally, it gives 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.

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.

Please join other Legacy RNs at a Halloween party on Friday, October 23, 6 p.m.-10 p.m. at Migration Brewing on N. Williams. This will be a family friendly event if you are able, with food and refreshments provided. We hope to see you there!

In unity,

Bargaining Team

Jeff Poulsen (Peds)

Tristan Drury (CC)

Liz Wyzik (CC)

Mindy Stadler (ED)

Jason Montgomery (ED)

Hsiu-Yu Lin (IMCU)

If you have questions, please email your labor rep Daisy Hernandez at
d.hernandez@OregonRN.org



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