Nov. 6, 2025 Legacy Silverton

# **NEWSLETTER**



## LEADERSHIP AND INFORMATION

#### **Executive Committee**

Chair: Melissa Pfleiger

Vice Chair: April Davidson

Secretary: Aaren Brown

**Grievance Chair: Regina Powell** 

Membership Chair: Sam Seifer

#### Labor Representative

Sophie Peters (503) 853-3313 Peters@OregonRN.org



## **UNIONISM 101 - DEFINITIONS**

#### Memorandum of understanding (MOU):

An agreement between the union and management. It is used to address issues that arise during the term of the CBA.

#### **Tentative Agreement (TA)**

A preliminary contract between a union and an employer that has not been ratified.

#### **Ratification:**

If the majority of union members vote to approve the tentative agreement, it is ratified and becomes the official, legally binding contract.

#### **Bargaining Table:**

Refers to the time and place that the union and the employer come together to negotiate.

#### **Collective Bargaining Agreement (CBA):**

The final agreed upon contract.

#### **Collective Bargaining:**

The process in which the union and the employer negotiate the employment conditions.

#### **Executive Committee:**

A group of elected members who act as a steering committee to conduct the day-to-day union business of the Silverton nurses. The Executive Committee will also serve as the negotiations team for the next contract.

#### **Unit Steward:**

A nurse leader who ensures that the contract is enforced and upheld, and assists fellow nurses if the contract is not followed.

### **STAFFING LAW**

I did not get 1 or more rest breaks

and/or I didn't get a lunch

Oregon Nurses Association recently worked with the legislature to overhaul the state's hospital staffing law in a manner that compels staffing plans and the adherence to minimum staffing ratios. This law is enforced by the Oregon Health Authority (OHA). Oregon's safe staffing law only works if nurses speak up when it's violated. Reporting to the OHA helps ensure hospitals are held accountable, improves patient outcomes, and creates safer, more sustainable working conditions for every nurse. Your voice is essential to making safe staffing a reality.

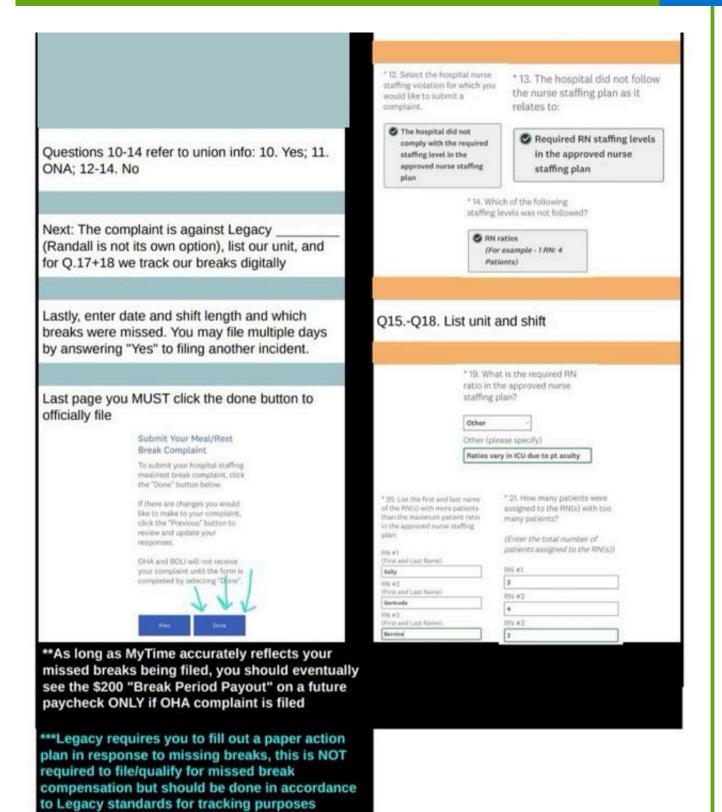
..But what do I file??

I had to work out of designated ratio

for my patient acuity

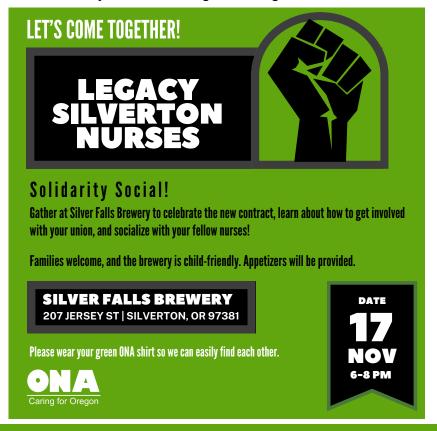


## STAFFING LAW ... CONTINUED



## **UPCOMING EVENTS**

This month, instead of our monthly union meeting, we will gather for a Contract Celebration Social!



## **NEWS & ANNOUNCEMENTS**

#### 7.5% WAGE INCREASE SYSTEM-WIDE!

Working in cooperation with our Silverton bargaining team, the Legacy Mount Hood nurses organized, rallied, fought and won! After nearly two years of bargaining and a strike authorization vote, we won a 7.5% wage increase (among other gains), which will be applied system-wide! While Legacy paints this as something they voluntarily offered due to their staff appreciation and commitment to stay competitive, it was, in fact, a direct result of union organizing. You should have seen the wage increase in your October 24th paycheck.

If you believe you have been placed on the incorrect step or did not receive the raise, please contact the HR answer center at <a href="hranswer@lhs.org">hranswer@lhs.org</a> to fill out an attestation form. You may want to CC your unit manager, Cheri Johnson (HR), and your labor rep on the initial email.



## **MEET YOUR LHS EXECUTIVE TEAM!**

#### Chair: Melissa Pfleiger | rnmelissa@hotmail.com | 503-871-8140

Conduct and supervise the affairs of LSH bargaining unit, appoint unit reps, negotiation surveys, set agendas, fill committee vacancies, enforce bylaws.

#### Vice Chair: April Davidson | aprmdavi@gmail.com | 503-781-6254

Assist chairperson and perform the chairperson's duties in their absence.

#### Secretary: Aaren Brown | <u>aarenbrown2000@yahoo.com</u> | 971-235-6409

Oversee the process for elected positions, record meeting minutes, and sit on the elections committee.

#### Grievance Chair: Regina Powell | regina.83@live.com | 970-773-3288

Provide support to employees with grievances by securing union representation. Conduct and supervise affairs related to grievances.

#### Membership Chair: Sam Seifer | samanthalynnseifer@gmail.com | 971-804-3429

Strive to increase member engagement, connect with all new hires to provide a copy of the CBA and to discuss what union involvement can achieve.

#### ONA Labor Reps for Legacy Silverton

Sophie Peters | <u>peters@OregonRN.org</u> | 503-853-3313 Dave Cecil | <u>cecil@OregonRN.org</u> | 541-868-7504

## **STAFF Q & A**



#### Why don't we get more/any retro pay?

We all received the raises for 2024, along with all Legacy nurses. In the past, raises were held or undecided until contact was finished, sometimes leaving a gap of time where we didn't get raises at the usual time. Since we were not denied raises, we don't have that same issue. We did, however, win a \$1500 pro-rated amount for the prolonged time the contract took to reach ratification. Your bonus is based on your FTE at ratification.

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## **STAFF Q & A ... CONTINUED**

## Q

#### Can we combine breaks?

At this time, we cannot. In general, if you miss a break and your charge instructs you to take two together to catch up, possibly. We are working on an MOU to present to management but it must be permitted under BOLI laws. Watch for upcoming info on this and a possible survey.

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#### How much more does OHSU make compared to us?

- In Summary, OHSU's nurse wage rate was ~10% higher than ours.
- With the recent raise, they are closer to 3% higher pay than us. Big improvement.

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Steps	2024 Legacy Wage Scale	OHSU Wage Scale	2025 Legacy Wage Scale	Percentage behind OHSU	
				2024 (old contract)	2025 (new contract)
Step 1	\$50.57	\$55.24	\$54.37	9.23%	1.60%
Step 6	\$60.81	\$67.85	\$65.37	11.57%	2.80%
Step 11	\$63.79	\$71.13	\$68.58	11.50%	3.71%
Step 16	\$66.75	\$74.56	\$71.75	11.70%	3.92%
Step 21	\$70.54	\$78.08	\$75.83	10.69%	2.97%