

NEWSLETTER



LEADERSHIP AND INFORMATION

Executive Committee

Chair: Melissa Pfeiffer

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

ONA Oregon
Nurses
Association
Caring for Oregon

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

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>I did not get 1 or more rest breaks and/or I didn't get a lunch</i> <u>Examples:</u> you didnt have a breaker and no one was able to send you on a break OR there were breakers but for legitimate reasons you weren't relieved/able to go	<i>I had to work out of designated ratio for my patient acuity</i> <u>Examples:</u> There was no breaker so we had to give buddy breaks, you had to watch a patient so RN could go off unit/perform procedure (MRI, PICC placement, etc)
https://www.oregonrn.org/page/StaffingComplaints  OREGON HEALTH AUTHORITY Oregon Hospital Staffing Complaint Form Portal * 1. What type of complaint would you like to file?	
☐ Missed meal or rest break You will be directed to a Survey Monkey link to continue: https://www.surveymonkey.com/r/OregonHospitalStaffingMealandRestBreakComplaint Read the statements initially: it's clarifying filing via OHA who will then send you complaint to BOLI * 1. For your meal and rest break complaint: ☒ I have read the information above and I would like to file with OHA and have OHA refer my complaint to BOLI. Next page fill out contact and job info, at the bottom of this page select you are covered by a nurse staffing plan 9. What type of staffing plan are you covered under? ☒ Nurse staffing plan	☐ Nurse staffing complaint You will be directed to a Survey Monkey link to continue: https://www.surveymonkey.com/r/OregonNurseStaffingComplaintForm The first page will have you acknowledge reading the statements re: filing staffing complaints and provides links/resources to understand staffing laws and valid complaints to file Page/Q. 2: Verifying you're reporting a NURSE staffing complaint and not of other professions/services Q3-Q8: Contact info Q9. Yes ;Q10. ONA; Q11. Legacy _____

STAFFING LAW ... CONTINUED

Questions 10-14 refer to union info: 10. Yes; 11. ONA; 12-14. No

Next: The complaint is against Legacy _____
(Randall is not its own option), list our unit, and
for Q.17+18 we track our breaks digitally

Lastly, enter date and shift length and which
breaks were missed. You may file multiple days
by answering "Yes" to filing another incident.

Last page you **MUST** click the done button to
officially file

Submit Your Meal/Rest Break Complaint

To submit your hospital staffing
meal/rest break complaint, click
the "Done" button below.

If there are changes you would
like to make to your complaint,
click the "Previous" button to
review and update your
responses.

OHA and BOLI will not receive
your complaint until the form is
completed by selecting "Done".



****As long as MyTime accurately reflects your
missed breaks being filed, you should eventually
see the \$200 "Break Period Payout" on a future
paycheck ONLY if OHA complaint is filed**

*****Legacy requires you to fill out a paper action
plan in response to missing breaks, this is NOT
required to file/qualify for missed break
compensation but should be done in accordance
to Legacy standards for tracking purposes**

* 12. Select the hospital nurse
staffing violation for which you
would like to submit a
complaint.

☒ The hospital did not
comply with the required
staffing level in the
approved nurse staffing
plan

* 13. The hospital did not follow
the nurse staffing plan as it
relates to:

☒ Required RN staffing levels
in the approved nurse
staffing plan

* 14. Which of the following
staffing levels was not followed?

☒ RN ratios
(For example - 1 RN: 4
Patients)

Q15.-Q18. List unit and shift

* 19. What is the required RN
ratio in the approved nurse
staffing plan?

Other _____

Other (please specify)

Ratios vary in ICU due to pt acuity

* 20. List the first and last name
of the RN(s) with more patients
than the maximum patient ratio
in the approved nurse staffing
plan:

RN #1
(First and Last Name)

Sally

RN #2
(First and Last Name)

Gertrude

RN #3
(First and Last Name)

Bernard

* 21. How many patients were
assigned to the RN(s) with too
many patients?

(Enter the total number of
patients assigned to the RN(s))

RN #1

3

RN #2

4

RN #3

3

UPCOMING EVENTS

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

LET'S COME TOGETHER!

**LEGACY
SILVERTON
NURSES**



Solidarity Social!

Gather at Silver Falls Brewery to celebrate the new contract, learn about how to get involved with your union, and socialize with your fellow nurses!

Families welcome, and the brewery is child-friendly. Appetizers will be provided.

SILVER FALLS BREWERY
207 JERSEY ST | SILVERTON, OR 97381

Please wear your green ONA shirt so we can easily find each other.

ONA
Caring for Oregon

DATE
17
NOV
6-8 PM

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 hanswer@lhs.org 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.

**VIEW THE NEW
WAGE SCALE!**



SCAN

bit.ly/49Fej7v

MEET YOUR LHS EXECUTIVE TEAM!

Chair: Melissa Pfeiger | 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 | aarenbrown2000@yahoo.com | 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 | peters@OregonRN.org | 503-853-3313

Dave Cecil | cecil@OregonRN.org | 541-868-7504

STAFF Q & A

Q 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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Q 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.

A

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%