



Silverton Nurses Vote to Ratify New Contract

Dear ONA members,

After a very lengthy and heartfelt process, we ratified a new agreement at Silverton Hospital today.

This is our second collective bargaining agreement with Legacy, despite having a union contract in place for decades at this hospital. After nurses strongly agreed against decertification earlier this year, we are pleased to have ratified this agreement. Despite a divisive anti-union effort to undermine negotiations, the vast majority of nurses continued to stand strong together for a fair contract. With the decertification effort ended, our nurse leaders returned to negotiations to face an administration that doubled down on negativity, delays, and refusal to reach a fair agreement. Nevertheless, we persevered. Key nurses in all units continued to have each others backs and helped collect signatures from 100 nurses to show management we still deserved a fair contract.

Tamara Dahl, RN from the family birth center wrote an amazing letter to her peers in which she spoke passionately about what this hospital and this contract mean to her. She stated, "My hope is that at the end of the day, we can continue to respect each other and treat each other with honor despite any differences in our perspectives."

This is ONA. We are nurses standing together to provide a voice to make our workplace better for our community.

In the end, even those who voted to accept management's proposal, still felt strongly we should expect more from our employer. Nurses who voted yes and nurses who voted no, were disappointed to lose our right to bargain over PTO and Late Shift Incentive. This is going to be a very hard battle to win back, but long term, our nurses are willing to double down efforts to organize and build a stronger base to keeping fighting in the future. Legacy is on notice, our nurses will not stand by and watch our PTO or our LSI be slashed. They will hear a loud and clear voice from nurses in ONA to fight back cuts that harm our workplace. We are not done. We are inspired and motivated to come together even stronger over the coming years, not only over PTO and LSI, but all issues we face. We invite every nurse to take part in that effort, regardless of where you have stood thus far.

Despite that loss of protection in LSI and PTO, this contract has made massive historical gains that never would have occurred without nurses standing together in ONA. Non-union Legacy

nurses did not receive as large of a total wage increase for 2018 (we got 5 percent), and they will not receive the massive increases we will get with our new step system in 2019.

But as many nurses say, a union is not all about wages. We increased job security, so discipline is done more fairly. We protected seniority in hiring practices that non-union employees do not receive. We protected the voice of nurses in our workplace, not only by keeping ONA, but specifically protecting our Professional Nursing Care Committee that we hope even more nurses will take part in. Between massive wage increases, job security, seniority in hiring, and protecting a voice for nurses in our workplace we know now more than ever that we stand together in ONA to keep making Silverton a place to be proud of to work at.

Some of the best parts of our new collective bargaining agreement include:

- Adding 13 new steps providing a step for every year of experience 0-25, and another step at 30.
- We brought the 2018 across-the-board increases up to 5 percent total, the new step system raises 2019 between 2.5 and 9 percent and another 2.5 percent in 2020. We believe this may bring us at, or very near, Portland metro wage levels and wages across the Legacy system which was our number one goal members set for these negotiations.
- We won a step appeal process for those on an incorrect step.
- We won a larger charge nurse differential.
- We won a huge year long battle over hiring nurse residents directly into day shift positions ignoring seniority in our hiring process.
- We increased protection for unfair discipline/job security.
- We stood up for the voices of nurses with winning a very contentious battle over keeping our PNCC that Legacy tried very hard to get rid of. Currently, the PNCC is the only existing place that nurse rep from every unit may meet monthly and discuss hospital wide nurse practice issues.

We are not done, but we have completed these negotiations. Now it's time to start organizing something even bigger and we invite every nurse to be a part of those efforts. Become a trained, active and engaged steward, PNCC rep, staffing committee member (or alt), ONA executive board member and make Silverton a workplace you are proud to be a part of. Email cooper@oregonrn.org and get started!

Our ONA leaders want to thank so very many nurses, who helped at so many critical moments throughout the negotiation process. Every phone call, every petition gathered, every bargaining session attended, every moment you stood by your coworkers and had the hard and real conversations mattered. You all made this happen. Please go home tonight and know that you are valued, and that you made a difference. And we will see you all very soon for much more to come.

Thank you all,

The ONA bargaining team