Executive Committee:

- **Chair:** Jeanna Thurston (S.T.E.P.S.)
- **Vice Chair:** Virginia Smith (Med. Surgery)
- **Secretary:** Vacant
- **Treasurer:** Karen Sides (Short Stay)
- **Grievance Chair:** Aaren Brown (Emergency Dept.)
- **Membership Chair:** Vacant

Amber Cooper
Labor Relations Representative
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**ONA & Legacy Make Great Progress at Negotiations!**

Working together to improve wages and working conditions for nurses, Legacy and Oregon Nurses Association (ONA) met on Tuesday, April 24 to discuss Legacy’s economic proposal. We are very pleased that their opening proposal included both increases, as well as an overhaul of the current step system that we’ve been pushing for since our 2016 negotiations. The Legacy administration proposal for Silverton Hospital (SIL) includes:

- A one time 1 percent across the board increase to wages on July 1, 2018 as an incentive to ratify an agreement with us. This percent is in addition to the percent we received January 1, 2018 from our previous negotiations.
- A Brand new step scale that would go into effect February 1, 2019 with raises ranging from 1.5 to 9.1 percent. The new scale adds 13 new steps, so there is a step for every year experience 1 through 25 years, plus retaining our 30 year step.
- Another across the board increase on March 20, 2020 of 2 percent.
- The dates of annual increases shift forward one month each year to adjust from historically receiving raises on January 1st each year, to Legacy’s April 1st fiscal year. This avoids experiencing four consecutive months of wage freeze to switch calendars.

You can also see the full proposal [here](#). While management indicated they were very close to what they would consider a final offer, they did indicate that there also was more movement they could make.

Aaren Brown, our ED bargaining rep stated, "I calculate under this proposal, I’d receive a 10 percent raise and I encourage you to look at what you'd receive too. This is a good first step and Legacy has indicated there is still some room to move. Standing together made the

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**Upcoming Bargaining Sessions:**

**April 26, May 8, 18, 23, 30**
administration respect us and the work we do.”
Additionally, we had conversations with management to address keeping APL benefits for five part-time nurses who, without bargaining into the contract, would lose this benefit as Legacy implements this policy throughout the system. We also discussed the importance of training and their desire to eliminate our Professional Nursing Care Committee (PNCC). See our counter proposal from Tuesday, April 24. For more info on what our PNCC has accomplished check out this article.

As part of a strong union, our final product will become our contract, which we work together to enforce as a legally binding agreement. Having ONA as our union is what gives us this opportunity, and why we need to keep our organization and keep working together to make improvements. Your bargaining team is excited about the positive movement on April 24. We are moving forward towards finishing this process, and to help support nurses at Silverton achieve our goals. Together, we can provide our community the best patient care possible.

What do you think about Legacy’s economic proposal? Talk to your bargaining team rep and/or Email cooper@oregonrn.org to tell us!

Your bargaining team will be crafting our response to Legacy before the next negotiation session this Thursday, April 26 at 10:00 a.m. in the Family Birth Center Conference Room G. Join us!

**We are Pro Nurse, Pro Legacy and Pro ONA!**

### Questions About Your Retirement Statements?

 Retirement Statements were recently mailed out to nurses. Many of our members quickly noticed that previous retirement funds were no longer listed as vested and contacted ONA. For instance, a member who had contributions to retirement for the last 19 years received a statement with only a few hundred dollars showing as vested. We notified management of the problem and reminded them that we negotiated for old retirement funds to transfer into the new accounts under Legacy’s Retirement Plan. After some investigating, they reported that they would immediately fix the problem and new statements should be mailed out to all nurses very soon! Please watch for those in the mail and let us know if any other issues arise.

Karen Sides and Julie Beem attended the recent ONA BBQ with live music, delicious food, and a coloring contest for the kids.

### Questions About Out of Network Lab Costs?

ONA members recently discovered that basic lab work was not being covered by insurance. Lab work was sent to an out of network lab. This included routine exams with Legacy providers. Receiving a $1200 bill for a pap smear was very shocking to our members, who had been informed that Legacy made sure PacificSource cultivated a very thorough in-network list. We took this issue to the bargaining table to negotiate over out of network costs and pressured management to get more information about what was happening. At our next bargaining session Legacy reported that the labs that billed as out of network were in error and the individuals who had contacted them were getting it fixed. We asked that they go through all out of network labs charges without each person having to call in. We were told they would try to do that. So please help spread the word, for all nurses to check their lab costs, and let us know if it was not fixed.