At our second bargaining session this week, more progress was made!

On Thursday, April 26 our Oregon Nurses Association (ONA) bargaining team made serious movement on economic and non-economic proposals. We were disappointed the Legacy administration had no further movement in their non-economic proposals this week, but we are hopeful for our upcoming sessions.

After management gave their opening economic proposal on Tuesday, our ONA team arrived Thursday with a response to help us keep making progress towards an agreement. With large raises proposed by the Legacy administration for 2019 with a brand new step scale, our counter proposal accepted the 2019 scale, but we are concerned about wage increases for 2018 and 2020. For 2018 they proposed adding 1 percent in July to the 4 percent everyone already received in January, bringing the total to 5 percent for 2018. We countered that the raise in July should be 2 percent instead of 1 percent. Additionally, after being fully caught up with the market in 2019, we want to remain caught up and not fall behind. So, we proposed a 4 percent raise in 2020 so that we can both keep up with potential inflation and wage increases at our competitors. Our concern that 2 percent in 2020 would make us fall behind after we’ve done so much catching up over the prior three years.

We continued to ask for four other items in our economic counter proposal.

♦ New differentials for RN First Assist (RNFA), Bilingual Certification, Rapid Response, and Code Nurse
♦ Creating a process for reassessing prior experience to adjust Step placement and a more clear agreement on how prior experience is counted for future new hires.

♦ An increase in the Evening Shift Differential. In the 2016 negotiations this differential was decreased by $0.05. We initially asked it be increased to $3.00, but now we countered $2.75. The current differential is $2.45.
♦ Agreement on how the new wage scale is implemented. Making sure nurses are not held back when new steps are added, assuring everyone goes into the correct step for their experience level on the new scale in 2019.

We also made positive movement on four other non-economic articles to help reach agreement with management. We tried to make progress on articles involving the disciplinary process and when nurses work at other Legacy facilities, and disciplinary issues follow them back to Silverton.

Lastly, after careful research of how other hospital systems work hard to create good experiences for nurse residents, while also respecting seniority in hiring processes, we proposed Legacy utilize a similar process. When a position becomes available, it should be posted for internal applicants and follow seniority in hiring. After that process is complete, a unit can create a nurse resident position designated as day or night shift and confidently know that the position will fully and permanently belong to that person at the conclusion of their training. Previously, there had been concern that the resident would be trained, and then a position would be posted and the resident could get bumped out. We want the hospital to hire residents when they know they can fully support them. And they need to provide a good skill mix to train them on any shift before they go to their permanent shift. We are confident the hospital can support both seniority in hiring and recruiting nurse residents in a way that respects and retains them.

Want to get involved?

Come to negotiations! We especially need voices from Family Birth and Surgery who don’t currently have bargaining team members.

Your voice matters
Next week ONA will email a survey to ask you, of the items left on the table what is most important. A detailed description of our remaining proposals will be attached.

BARGAINING LINKS
April 26, 2018 PROPOSALS
ONA Economic Counter
SIL/ONA Article 1 & 10
SIL/ONA Article 2 & 22

Or go to www.OregonRN.org and see them posted on the Silverton page