

Silverton nurses have fought for the right to negotiate over working conditions. Legacy's attempt to eliminate our ability to negotiate over APL and LSI is their way of refusing to respect and honor the protections we fought to have in our collective bargaining agreement. They would prefer that we have no say in the process.

If this is unacceptable to you, make it known. Sign our ONA petition that asks Legacy to respect nurses and our legal right to bargain with them. Bring a coworker and come to our next mediation session. We need to pull together to demonstrate that this matters to us.

When we do the daily work of bedside nursing and patient advocacy, it is **imperative that we have a strong unified voice.**



Hi, my name is Connie and I've been at Silverton for 28 years. In our last round of bargaining, I lost several days of APL and my max accumulation was lowered. Since Legacy has voiced their intention to not change anything, I want them to guarantee that by putting it in our legally-binding, union contract. The

same goes to our protections for LSI. When my coworkers give up their free time with their families to cover when things are short at work--they should get fairly compensated. We're not asking for improvements to our sick time bank or to LSI. All we're asking for is for Legacy to leave the language the way it is.

If changes are made, we deserve to keep our legal right to sit down at the bargaining table with Legacy and bargain over those changes. Legacy being unwilling to freeze anything for the duration of our 3-year contract, tells me that they will make changes. I would like to stop losing benefits every time we go the bargaining table. It's up to each and every nurse to stand up for ourselves and our patients. Please join me in fighting back.

- Connie Anderson, Woodburn, STEPS

Hi, my name is Mari Caballero and I work nights on Med/Surg. Earlier this year, I experienced an injury as a direct result of patient care. I returned to work recently and in the last month, I was placed on-call for five 12-hour shifts. I took a significant hit in my paycheck and, like many of my peers, used my earned APL to help balance my paycheck.



Sadly, this is not uncommon. There's a lot of variability in our schedules and our pay, none of which are guaranteed. As head of household and a single mother, this puts a significant strain on my family. Nurses rely on APL and LSI to supplement our take home pay. We have a contractual right to retain our

right to bargain over these benefits. I'm confused how anyone would believe that it's in our interest to let Legacy administratively decide what our benefits are without any consideration of bedside nurses. If we give it up, what's stopping them from making us work more hours to accrue our current rate?

Legacy is pushing for this contract language to help reduce costs and ultimately, results in us weakening our ability to advocate for ourselves and our patients. Legacy must understand that we're here to help our patients in their time of need. We're not here to balance their numbers. Our patients love our care and in order to be the best patient advocates, we must push back against anything that will weaken our united voices. Please join me in signing our ONA petition that calls upon Legacy to respect our profession and our contractual rights.

- Mari Caballero, Med/Surg