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Virtual Bargaining Begins

Yesterday, Thursday, March 4, we met “face-to-face” via Microsoft Teams with Silverton Hospital management and their chief spokesperson, Jackie Damm, to officially begin our negotiations for next contract.

After some introductions and a pretty quick agreement on ground rules, our team shared our presentation outlining our bargaining priorities with management (and also a special thank you to those of you that were able to attend our member meetings on Wednesday, March 3 to preview the presentation). In our presentation, we outlined several of our primary concerns including:

- The significant impact of low census on nurse pay,
- Getting paid consistent with other Legacy nurses,
- The challenges of keeping up with rising food, housing, medical, and childcare costs,
- The expense and difficulty that can come along with accessing our medical benefits, and
- Making sure nurses have a voice in Legacy policy and changes to our pay, benefits, and working conditions.

Our team also introduced two proposals. One proposal included some “housekeeping” cleanup to our grievance procedure and the other proposal would strengthen our rights to bargain over unforeseen changes that impact pay, benefits and working conditions.

Ultimately, the tenor at the table was cordial and respectful and we anticipate a productive dialogue to find ways to support Legacy Silverton Hospital nurses and our families. Our next bargaining session is scheduled for Thursday, March 18, and we’ll provide an update after. If you have any questions, comments, or concerns, please reach out to a member of our bargaining team.

Goals for Negotiations

- Create stability for nurses around working regular schedule and avoiding cancellations and low census
- Ensure pay is consistent with other Legacy facilities and regional peers
- Make sure that nurses have appropriate APL for self care and time away from work with family
- Clearly identify benefits and working conditions in the contract, incorporating Legacy Policy as appropriate
- Make sure that Silverton nurses have a voice in new Legacy policies and changes to current policies
- Ensure that nurses can adequately access and utilize their health benefits
Run for an ONA Statewide Position

Serving as a statewide leader in ONA is a rewarding opportunity and a way for you to weigh in on the most important issues facing nurses today. ONA is actively seeking enthusiastic, engaged nurses to run for leadership in our organization’s internal elections!

You can run for office no matter where you live. High profile openings you or your coworkers can run for include vice-president, treasurer, board directors and multiple cabinet positions including designated seats based on geographic region.

Nominations are open through March 22. To learn more and complete your Consent to Serve form to declare your candidacy, visit:

www.OregonRN.org/Elections

ONA Virtual BULC, June 25

Join your colleagues from across the state to develop your skills and learn about Bargaining for the Common Good.

Mark your calendars for Friday, June 25 for the ONA Virtual Bargaining Unit Leadership Conference (BULC). This year’s conference will focus on Bargaining for the Common Good.

Bargaining for the Common Good (BCG) is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Come to ONA’s 2021 Bargaining Unit Leadership Conference to learn more about the BCG framework and how to achieve win-win results for ONA members and our communities on issues ranging from racial inequities to public health improvements and more.

Registration will open in early spring. Visit www.OregonRN.org/Event/2021BULC for more details as they are finalized.

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