Bargaining Continues

On May 12 at 9 a.m., your ONA/SIL bargaining team presented Legacy with a comprehensive proposal to settle the contract for 2021 to 2024. Our proposal included incremental movement based on concerns raised by Legacy at previous bargaining sessions, but our proposal also honored the top priorities nurses have identified in your bargaining surveys and in our collective discussions.

We continue to push for pay parity with other Legacy hospitals and low census protections. However, in our proposal and in our good faith attempt to reach a compromise, we did push back the date that Silverton nurses would achieve parity from April 1, 2021 to October 1, 2021.

Our new proposal includes a 5 percent across the board increase effective April 1, 2021 to cover the rising costs of living and help make up the deficit in wages for Silverton nurses. In addition to our proposal for pay parity with other Legacy Hospitals on October 1, 2021, we have proposed 4 percent across the board increases to keep up with inflation effective on April 1, 2022 and April 1, 2023. According to the United States Bureau of Labor and Statistics (BLS) report on May 12, the consumer price index (a broad measure of consumer price increases or inflation estimate) increased by 4.2 percent for the last 12 months (ending in April).

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ONA Nominations & Consent to Serve

The ONA/SIL Executive Committee has positions available for ED, FBC (day and nights) ICU, PACU/Surgery, Short Stay/Endo, Med-Surg and STEPS.

Staffing committee and PNCC have positions available for Surgery, ED, FBC, ICU, STEPS, and Med-Surg (the Med-Surg Staffing Committee position is currently filled for the remainder of a two-year term expiring next year).

Nominations will be open for the next 30 days and can be made using the form linked below. Nominations can also be made in writing to interim Executive Committee Secretary Meghan Wuichet, RN (FBC).

Please let any nurses you are nominating know they’ve been nominated so they can also complete a consent to serve at the same link.

Nominations are due by Friday, May 28 at 5 p.m.

If you have any questions, please contact your ONA labor representative, Seth Moore at Moore@OregonRN.org.

Use the QR code or go to: www.surveymonkey.com/r/SIL-NOM-CTS21
Our proposal also offered movement on our proposed low census cap. Previously we had proposed a “hard cap” on low census hours with six low census occurrences per year, which we amended to allow for 12.

When we delivered our proposal to Legacy, we shared that we believed that under their last economic proposal, Silverton RNs pay would continue to fall behind their nurse peers. We asked them to bring a proposal that would ensure Silverton RNs pay would catch up during the term of the contract.

Legacy came to our 1 p.m. session with a comprehensive counter proposal. While their proposal did include financial movement (increasing their annual across the board increases to 2.5 percent, 1.75 percent, and 1.75 percent for 2021, 2022, and 2023 respectively), we believe that Legacy’s proposal is insufficient to ensure that Silverton RNs pay keeps up with, let alone catches up with, their nurse peers. When we pressed Legacy on that point, their chief spokesperson only offered that their current proposal for the first year was the same as it was during the last contract term and it was only their second proposal. She indicated that Legacy is willing to offer more increases in future proposals.

After Legacy admitted during our previous bargaining session (and again today) that Silverton nurses are behind the market for wages, we were hoping to have a financial proposal that offers meaningful increases and substantially closes the pay gap for Silverton nurses. We are disappointed that Legacy’s proposals still offer no path to do so.

We also discussed low census and shared that we find Legacy’s proposals so far to be inadequate to address our members’ interests and desire to have a firm commitment to limit low census hours. Legacy’s spokesperson responded by saying that this has been discussed at length previously, and they are committed to doing only what is already in the contract. They want to keep the same process that is used at other Legacy hospitals. Simply put, your bargaining team does not find this acceptable. We’ve shared repeatedly how the current amount of low census strains our families’ budgets and ultimately leads to nurses leaving the hospital altogether. We’ll continue to prioritize this issue and are reviewing contract language from other agreements to identify other potential approaches.

Our next bargaining session is scheduled for June 4, and we’ll be working to put together another comprehensive proposal that reflects your priorities. Thank you to everyone who has completed a survey, signed a petition, worn a sticker, shown up to ask about bargaining, and kept your peers up to date on negotiations. We’ll be stickering up again on Thursday, May 13. Be sure to participate and show Legacy that we support equal pay for equal work!

Your ONA/SIL Negotiation Committee:
Aaren Brown, Emergency Department
Debbie Muller, Short Stay
Meghan Wuichet, FBC
Jeanna Young, STEPS
Michael Koehler, ONA Organizer
Seth Moore, ONA Labor Representative