We met with Legacy on Thursday, June 17 to continue negotiations towards a successor contract for 2021-2024.

It was Legacy’s turn to provide a proposal, which they presented to us in the morning that included wage increases of 3 percent upon ratification, a 0.5 percent increase on November 1, 2021, a 2.5 percent increase in 2022 and a 2.5 percent increase in 2023. They again said that it wasn’t their bottom line, but they indicated that they are getting close.

There weren’t substantial additional changes to Legacy’s proposal, and Legacy stated that they flatly aren’t interested in any cap on low census, and we remain far apart on issues related to nurse input and nurse voice around policy changes, including those that impact core economic interests addressed by our contract.

Your bargaining team worked diligently to put together a counterproposal for Legacy in the early afternoon. We presented them with a “what if” proposal, which allows us to explore a path forward in bargaining, but it doesn’t bind us to the bargaining position if management declines. That way we can try a proposal and go back and try something else if it doesn’t work.

Our proposal adopted Legacy’s compensation structure, using four across-the-board increases on the same date schedule, which would also bring us very close to our financial goal for the contract: pay parity with the rest of the Legacy system.

We proposed a 3 percent increase effective April 1, 2021, a 3 percent “market adjustment” increase effective November 1, 2021, a 3.25 percent increase in 2022, and a 3.25 percent increase in 2023. By our estimates, we would be very close to pay parity with the rest of Legacy on November 1, 2021.

Our “what if” proposal also provides Legacy broad authority over policy changes, provided they agreed to accept nurse feedback on any policy changes at any Labor Management Committee. We told them we believe that incorporating nurse feedback on policy will improve patient outcomes and lead to better policy and outcomes for all.

We are also continuing to find a solution to excess low census, despite Legacy’s statements rejecting a hard cap on Mandatory Low Census.

Our proposal included a cap on mandatory low census at 15 percent of coded hours, which is substantial movement from our original proposal capping low census at six days per year.

In order to help underline the importance of low census protections, we’d like to share your stories about how excessive low census has impacted you and your family.

continued on page 2
Please take a moment and tell us how low census has affected you.

Finally, management responded late in the afternoon with a counter proposal with more limited movement on wages.

At 3:30 p.m. they presented us with a proposal that included wage increases of 3.25 percent upon ratification, a 0.5 percent increase on November 1, 2021, a 2.75 percent increase in 2022 and a 2.75 percent increase in 2023. They also included incremental movement on Association Access and New Employee Orientation.

We will carefully evaluate their most recent proposal and consider alternative pathways to move forward to an agreement.

We also want to hear from you.

Please reach out to a member of the bargaining team and let us know what you think about Legacy’s most recent proposal and what you’d like to see in our final agreement.

Because of management’s limited availability, we don’t bargain again until July 20. We will continue to work as diligently as possible to reach a contract that reflects your priorities and honors the sacrifices, you’ve all made throughout these difficult years. We’ll provide an update following our next session.

In solidarity,

♦ Aaren Brown, Emergency Department
♦ Debbie Muller, Short Stay
♦ Meghan Wuichet, FBC
♦ Jeanna Young, STEPS
♦ Michael Koehler, ONA Organizer
♦ Seth Moore, ONA Labor Representative

Association Access

Grievance Arbitration Update

On Tuesday, June 8, ONA’s attorney presented our grievance regarding access to the hospital by ONA representatives to a neutral arbitrator, per our contract’s grievance procedure.

At issue is whether or not Legacy improperly restricted our union’s access to Silverton Hospital to be available for ONA members, which is necessary for monitoring safety and working conditions. Several Silverton Hospital nurses provided testimony, along with ONA organizer Michael Koehler. They offered testimony about nurses’ historical access to ONA representatives at Silverton Hospital and the ability for ONA representatives to distribute information and monitor working conditions.

Our feeling is the hearing went well, and we are cautiously optimistic that the arbitrator will rule in our favor. We anticipate a final decision from the arbitrator within 90 days.

Low Census Stories

In order to help underline the importance of low census protections, we’d like to share your stories about how excessive low census has impacted you and your family.

Go to:
www.surveymonkey.com/r/SilvertonLCStories

Click Here

Or use the QR code with your phone