Silverton Advisory Vote Results

Your ONA bargaining team has just reviewed the results of the advisory vote which concluded at noon today. A majority of nurses at Silverton voted to accept management's proposed agreement. The full results show 52% of nurses voted to accept the proposal and 48% of nurses voted against the proposal and in favor of a picket or other action.

Throughout voting, we received comments from many nurses who are still deeply disappointed that management would pressure nurses to remove Paid Time Off (PTO) and Late Shift Incentive (LSI) protections from our collective bargaining agreement. Even many of those who voted to accept the proposal expressed strong disagreement with the removal of PTO and LSI from our contract. It's clear our members want to fight to preserve these protections in the future, even if we accept management's proposal for now.

The proposed agreement includes:

- A one percent increase upon ratification. Significant wage increases between 2.5 - 9 percent next year, depending on your position in the new step system. And another 2.5 percent in 2020.
- A process to correct errors in step placement and the wage scale
- Thirteen brand new steps added to the pay scale giving us more steps than nearly all nurses in the state.
- A fair resolution on hiring issues to day shift with nurse residents and increased fairness in the requirements for variable shift positions
- Job postings staying within departments before being sent system-wide throughout Legacy, and maintaining our job seniority to bid into those positions

Other changes are detailed in the tentative agreement redline document here, and are highlighted in a tentative agreement summary document here.

Overall, we still made historic progress to have pay equity with nurses in the Portland metro area and across Silverton which was marked as the highest priority in surveys by our members. The pay increases far outpace our non-union Legacy peers. And we improved protections around seniority in hiring, and job security that our non-union peers do not have. Overall, while we know we still have work to do and are disappointed in the lack of respect from the Legacy management during this process, we are still proud of the gains made that can only be found in this union contract. Nurses standing together made that happen.
Ratification Vote Scheduled, Oct 11 - 12

With the results of this advisory vote having been reviewed, your ONA bargaining team is following the wishes of the majority and recommending management's proposed agreement as part of a ratification vote.

Per our by-laws, this email is an official notice of the ratification vote on the tentative agreement. The ratification vote will take place next Thursday and Friday, October 11 and 12 via email.

All full members in good standing will be eligible to vote on ratification per our by-laws. Fair share, religious objectors, and members not in good standing will not be eligible.

To address any eligibility issues, please contact ONA during normal business hours at 503-293-0011 or email memberservices@oregonrn.org.

There will be an informational session about the tentative agreement Tuesday, October 9, noon - 2 p.m. in the Cafeteria Conference Room to answer your questions.

We also encourage all members to speak with your unit representatives about the proposed contract and any other questions you might have. Now more than ever, it's important for nurses to keep having conversations, keep supporting one another and help build a strong community, a caring place for our patients, and good workplace for everyone.

Be sure to visit the Silverton Hospital bargaining unit page for more updates and information.