On Friday, March 23, our ONA bargaining team met with the Legacy Administration for our fourth bargaining session. Legacy again neglected to bring even an opening proposal for wages and benefits. We offered a two-month extension of our collective bargaining agreement that management refused to sign. We asked for additional bargaining sessions over the coming weeks and were refused until the end of April to meet again. It’s clear Legacy administrators are delaying in hopes ONA will no longer exist and Legacy will be able to cut nurses’ wages and benefits at Silverton without having to negotiate with nurses.

Silverton is undermining our nurse bargaining team.

Your bargaining team is asking nurses across the hospital to sign recommit cards to support elected nurses at the bargaining table so nurses from every department have a strong voice at the bargaining table and can fight to win large wage increases like our last negotiations. ONA is every nurse that stands together with each other to negotiate as a group with their employer.

When we stood together during our 2016 negotiations, we won large 8-12 percent wage increases to help us catch up with our peers, while non-union staff at Legacy Silverton (techs,
by ONA nurses who stood together with a strong voice to demand fair competitive wages.

Individuals bargaining alone can’t win fair wage increases, better health insurance or safer working conditions. We have to prove to Legacy’s administrators that we are a united team.

We’re asking every nurse to keep standing with ONA and sign a recommit card to get us back to the bargaining table as soon as possible to win a fair contract for everyone.

What happened in our last meeting?

Our team worked very hard Friday to attempt to get administration to talk through some non-economic issues but administration isn’t willing to discuss economics. We had a very lengthy discussion about hiring procedures that could fit with the nurse residency program. After hearing administration’s concerns, we offered a counter-proposal to help get nurse residents moved out of variable status more quickly into long term positions, and to post open positions for all nurses to apply for in a fair manner. Administration did not respond to this proposal.

We also discussed call time issues in Surgery and were excited to have several nurses from Surgery attend negotiations to talk through the details. We’re hopeful further discussion between nurses and administration can help provide clear solution for everyone. Our First Assist nurse, Rachel Morgan from Surgery also got to speak at a previous bargaining session about the unique things she offers the hospital with her extremely valuable skills. Administration offered an initial proposal of a 6 percent differential for that specialty, but we believe we should continue to negotiate if we want to reach an amount to keep that position competitive with her First Assist peers at competing hospitals.

What is ONA?

Each of these topics is an example of what ONA is. A union is its nurses. It provides a structure where nurses get to have a democratic voice and say in their workplace. We can come together as professionals to brainstorm, discuss, and vote on what is most important to us, and find a way to clearly articulate it to our employer. Outside of unions, individuals must fight by themselves to protect their own personal wages and working conditions, while their peers are left out, ignored, or forgotten. ONA has staff to assist us with legal expertise, but largely ONA is nurses who come together to direct staff and make decisions as a group.

That’s why we’re asking every nurse to stand with our elected nurse bargaining team and sign a recommit form to get us back to the bargaining table as soon as possible to win a fair contract for everyone. Be sure to sign and return your ONA Recommit Form by Friday!

Contact your department ONA reps to sign a recommit form.

Your department reps are:

- Emergency Room: Aaren Brown
- FBC Night: Jennifer Lardy
- PACU/Surgery: Paul Heuberger
- Short Stay/Endo: Karen Sides
- Med/Surg: Virginia Smith
- S.T.E.P.S.: Jeanna Thurston

You can also email Amber Cooper at cooper@oregonrn.org, or find the form to print at this link. We’ll also have reps in the cafeteria during day shift all week with forms and to answer