Nurses across the Silverton hospital took part in a Mid Bargaining Survey over the last two weeks to measure what the highest remaining priorities are for us. And the results are clear, we still need serious progress on our core issues at the bargaining table. On Friday, May 18 our Oregon Nurses Association (ONA) bargaining team met with the Legacy management bargaining team to convey these priorities.

In the morning, it was management’s turn to bring a counter proposal on our economic package you can see in full here. Management made major movement on improving the new 2019 wage scale for employees with over 25 years’ experience, receiving a 2.5 percent increase rather than just the 1.5 percent they previously proposed. The second big goal we accomplished today was keeping our lactation consultants in our bargaining unit. Management had initially proposed moving them into a Legacy system pool of lactation specialists that are not RNs and are paid at much lower wage levels. A couple of our lactation consultants attended a previous bargaining session to discuss this issue. Our bargaining team conveyed to management the important work they do and how we need their wage levels secured in our contract.

After we received Legacy’s counter, our team was proud to speak on behalf of nurses from across the hospital who voiced what is important to us all in our recent survey. We opened bargaining a couple months ago with a variety of proposals drawn from our pre-bargaining survey, our info sessions, unit reps speaking to people across each unit, and research we conducted. Now we’re looking at our mid bargaining survey to determine which issues we need to make progress on before negotiations conclude. Today your ONA bargaining team made concessions on issues that surveyed with very mixed results. We dropped our proposals on: Break Relief Nurses, combining lunches and breaks, getting 4 hours rather than 3 hours for call worked and for minimum shift length, getting 2X pay for surgery for call worked, a special health insurance orientation, a seat on a system wide benefits committee. We also dropped proposals for differentials for Rapid Response, Code Nurse, and Multi-Disciplinary Nurse. While making these concessions we were very clear to express to management which priorities came up strongest in our mid bargaining survey below.

**Mid Bargaining Survey Results:**

1. Wages: with proper step placement, proper implementation of steps, and appeal process
2. Corrective Action: a fair progressive disciplinary process with criteria for escalation
3. Legacy Shift Incentive: 1.9X, no minimum shift length, and fair distribution of shifts
4. Safety net for health and retirement benefits not being cut 30 percent
5. Seniority in hiring process
6. Annual Paid Leave: increase rate and increase annual cap
7. Paid Time for Education
8. Agency Nurses low censused before RNs
9. Retirement allocation if you leave the hospital early but completed 1000 hours
10. Charge Nurse shifts rotating across different nurses

To achieve this list of priorities will require more nurses getting involved to win a strong contract! We look forward to the continued strong presence of nurses attending bargaining sessions and taking actions over the coming weeks to secure this contract and many contracts to come in the future.

And ultimately to win this contract, we’ll also need to win a strong vote on May 31 and June 1 to keep our union! Be sure to vote **YES** for ONA, so we can secure a strong contract!

“We’re encouraged by the progress made today with management and I’m hopeful we’ll have an agreement in the coming weeks that will benefit all of us.”

Be sure to attend the upcoming bargaining sessions

**May 23 & May 30**