

NEWSLETTER

Your Union & Workplace Updates!

Hello from your Legacy Silverton Union Exec Team!

We are truly glad to have you :)

One thing we want all employees to soak in, is what it means to work in a unionized hospital.

As you may know Oregon is an outstanding place to be a nurse. The reason for this is **UNIONS!** ONA represents more than 26,000 nurses and healthcare workers in more than 60 bargaining units across the state.



Becker's found that, after adjusting for cost of living, Oregon had the highest average RN pay in the country. That's not something we take for granted.

Whether you've worked at a union hospital or not, I think it's imperative to point out that the union is US. It's nurses joining together so that individually we don't have to negotiate against a huge healthcare corporation by ourselves. The union is me and you, the union is we the people!

So what's the point of being unionized? Think of it like this, when you're one employee negotiating with a huge healthcare system, they have most of the power. When hundreds or thousands of us negotiate together, that's a very different relationship. One where power is shared and less imbalanced.

Wages, differentials, overtime, PTO/APL, scheduling, seniority, job postings, health insurance, discipline protections, grievance rights, education benefits—the point of collective bargaining is that these become **negotiated terms** rather than simply **employer policies** that management can change at will.

When you start at Legacy Silverton, you're inheriting a contract that years of nurses before you worked to build. Our wages, differentials, benefits, scheduling protections, grievance rights and workplace protections didn't appear because an employer decided to give them to us. Nurses sat across the table from administration and negotiated for them.

A contract isn't inherently powerful. It's powerful because hundreds of employees are willing to stand behind it. Membership, participation, surveys, wearing buttons, attending bargaining, talking with coworkers, filing grievances—all of that increases collective leverage.

And now we get to be the nurses who protect those things and build on them for whoever comes after us.

That's really what a union is: individually, we're employees. Collectively, we have a voice.

In solidarity,

Sam Seifer, RN

Membership Chair & Contract Action Team (C.A.T.)

Chair Bargaining Team Member

Oregon Nurses Association — Legacy Silverton

LEADERSHIP AND INFORMATION

Executive Committee

Chair:

Melissa Pfeiffer

Vice-Chair:

April Davidson

Secretary/Treasurer:

Aaren Brown

Membership Chair:

Samantha Seifer

Grievance Chair:

Regina Powell

Labor Representative

Jocelyn Pitman

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ONA Oregon
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Grievance Update- Proper Posting of Positions

We have an active grievance in the Emergency Department where we are waiting on the step two response. They created a position without posting it and allowing nurses to bid on it, which is a violation of two sections of our employment status article (see sections E and F). They also told us twice that a current nurse was offered the position and that is not true. He said even if he had been offered the position, that would not be proper as a more senior nurse may want it. That is definitely the right answer. Stay tuned for an update.

Welcome to our New Labor Rep!



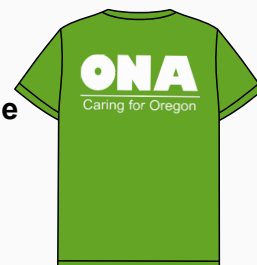
We are pleased to announce that we have a new labor rep, Jocelyn Pitman.

Jocelyn has been with ONA for 10 years and has been a union and community organizer for over 20 years. She has bargained about 15 contracts and has worked in healthcare the majority of the time. She enjoys reading mysteries, dancing, hiking, travelling, live music and spending time with her family and pup, Leo.

Next Staffing Committee is November 17

Please join us in your **green ONA shirt** to observe the next staffing committee meeting on 11/17 at 2:30 p.m.

Since staffing was your top priority, we need your presence and solidarity to encourage the committee to staff safely for our patients, our safety, our licenses and our community.



Please come to our steward training!

Every work unit should have one steward for every 10 people.

Please come to our steward training to learn your rights and help make your union stronger.

Please RSVP to Jocelyn here:
pitman@oregonrn.org by October 20th.

Scan here to join
zoom meeting



In order for this training to be successful, please arrive on time, on camera and willing to engage in discussion.

<https://bit.ly/4yyEuXe>



Become a Member

Our members are our strength. Together, we can ensure the future of our profession; that is the true value of membership in ONA. By becoming a member, you add your voice, your experience and your passion for your profession to our more than 26,000 represented nurses and other healthcare professionals.



Together, we can make a difference for you, your patients and your colleagues. Become a member by clicking the link or scanning the QR code.

SCAN ME