Thanks to everyone who took the time to circulate and sign the petition in support of our priority issues at the bargaining table: pay parity with the rest of the Legacy system, enforceable caps on involuntary low census, a greater voice in staffing and policy, and pay that keeps up with inflation. We presented that petition today to Legacy management and we’ll continue to give voice to those concerns at the bargaining table.

Our bargaining team met with Legacy today to continue negotiations for our contract. Legacy provided a package proposal addressing all items in the contract, except wages/compensation, for which they included only a limited proposal. Legacy’s attorney told us they were “cautiously optimistic” that they would have a full compensation proposal for us at our next session on May 4, and they would be prepared to discuss their view of the Silverton RN labor market at that time. The limited compensation proposal they did provide asserted their desire to implement annual across-the-board raises on April 1 (or ratification for the first year) of each year rather than October 1, consistent with the rest of the Legacy system.

The rest of the proposal from Legacy provided only minor incremental movement, clarifying the order for volunteers for low census, proposing that volunteers for additional shifts go home before volunteers working their regularly scheduled hours.

We spent the remainder of the session trying to understand Legacy’s perspective and concerns with our proposals so that we can effectively address them with future counterproposals. It has become clear that each side is approaching negotiations somewhat differently. Legacy is asserting they are largely happy with the current contract, while our bargaining team is centering the priorities that nurses have brought forward including pay parity, caps on low census, and having a greater voice in policy. Our conversation also included considerable discussion about low census and Silverton nurses’ right to talk with their ONA staff inside the hospital. For their part, Legacy said that they are scrutinizing vacancies to see if they need to be filled before posting them, but otherwise they didn’t have specific plans to address the ongoing issues with high amounts of low census.

We bargain again on May 4 and May 12. We will keep you posted on the progress including what we receive from Legacy for their compensation proposal.

In unity,

Aaren Brown, Emergency Department
Debbie Muller, Short Stay
Meghan Wuichet, FBC
Jeanna Young, STEPS
Michael Koehler, ONA Organizer
Seth Moore, ONA Labor Representative
This year’s Bargaining Unit Leadership Conference will look at the concept of Bargaining for the Common Good (BCG), how it impacts bargaining in health care, how it impacts our communities we care for, and how ONA might utilize these concepts to further our commitment to diversity, equity and inclusion (DEI) in the future.

Bargaining for the Common Good is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, social justice advocates and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Failing to support our community members outside the hospital leads to problems inside our workplace. For example, nurses have cited the lack of community-based mental health services as a factor in increasing boarding and violence in hospitals. This is the definition of a lose-lose issue. Patients, nurses, and our community are all needlessly suffering because of the same problem. So, what happens when union members, especially nurses, take the power of bargaining and pull in the concerns of the communities we live in? How can we use our collective power to advance social justice goals and our values of diversity, equity and inclusion?

Join us virtually for ONA’s 2021 Bargaining Unit Leadership Conference, Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Who Should Attend?
ONA members who are in a bargaining unit can attend for FREE. If you want to attend but are unsure about your membership status, please contact us.

Continuing Education
Limited continuing nursing education contact hours will be available.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

Registration
Registration is open through May 26. Visit www.oregonrn.org/event/2021BULC to register today!