Letter of Agreement (Agreement)
Between
Legacy Silverton Medical Center (LSMC)
And
Oregon Nurses Association (ONA)

The Oregon Nurses Association {hereafter “Association”} and the Legacy Silverton Medical Center {hereafter “Employer”} hereby enter into the following Letter of Agreement regarding new wage step scale amounts for the Employer’s nurses included in ONA’s bargaining unit. Parties to this Agreement are the Employer and the Association.

1. The Employer proposed that effective September 25, 2022, it will move all nurses included in the Association bargaining unit onto the overall Legacy Nurses Step scale, resulting in wage increases between 6.2% to 9.1%, depending on the nurse’s current step. The Employer’s proposal was subject to certain conditions, including a Confidentiality Agreement. The Association has agreed to the Employer’s proposal, subject to the provisions of this Letter of Agreement.

2. The parties will abide by the attached Confidentiality Agreement.

3. No unilateral changes shall be made to the specific step nurses are on, outside of the agreed upon step progression in the collective bargaining agreement.

4. LSMC bargaining unit members will remain on the overall Legacy nurses’ step scale for the duration of the current collective bargaining agreement, and therefore will participate in any increases to that scale Legacy makes in 2023.

5. This pay raise is in lieu of contractual wage increases that were scheduled to be implemented in April 2023; in other words, those contractual wage increases will not be implemented.

6. The new LSMC bargaining unit members’ step scale and process for future wage increases shall be the status quo for negotiations on a successor agreement, and may be discussed in future bargaining. The Employer and the Association agree, however, that the wage scale itself may not be reflected in any written proposals or other communications, unless allowed by the Confidentiality Agreement, or any subsequent agreement between the parties.

Duration of Agreement. The Employer and Association agree to follow this Letter of Agreement until a new Collective Bargaining Agreement is ratified. The Employer and Association shall modify this LOA only by mutual agreement. To propose any changes either party must give the other party 30 days’ notice via confirmed receipt of email with their intent to propose modification.
Executed this 23rd day of September 2022.

For LSMC:

__________________

For ONA:

__________________