FINALLY! Wage Parity!!!

You may remember the struggles we have had as a union with trying to get pay parity with the rest of the Legacy Health System. Contract after contract we have asked for pay parity and Legacy absolutely refused. We have long believed that Legacy was undercompensating Silverton nurses compared to how they pay nurses. With the pressures of the pandemic and subsequent staffing struggles, we have made requests for more pay increases in a variety of areas.

This past February your bargaining team submitted a proposal to Legacy asking for pay increases to offset the short staffing and to stay competitive with other hospitals who have been offering more. Legacy flatly ignored our requests for increases. Over the past couple of weeks, it seems Legacy has finally come around and recognized the very real need to raise wages here in Silverton. We saw increased call pay and now we finally have parity with the rest of Legacy! The fact that getting parity results in wage increases ranging from 6.2% to 9.1% means Legacy has kept Silverton nurses significantly below the pay scale for years.

What does this mean? Effective September 25, 2022, Legacy Silverton will move all ONA nurses onto the overall Legacy Nurses' Step Scale, resulting in wage increases between 6.2% to 9.1%, depending on the nurse’s current step.

This is a huge victory; however, Legacy required something in return — a demand that access to see the wage scale be subject to a Confidentiality Agreement. You can read the whole confidentiality agreement that Legacy demanded here: https://www.oregonrn.org/resource/resmgr/sil/SIL_ConfAgree_Wage_Scale_202.pdf.

Why the need for so much secrecy? Some states in the U.S. have laws around pay transparency but unfortunately Oregon is not one of them. One thing we do know is that maintaining secrecy around pay is known as "asymmetric information." Asymmetric information is a term that refers to when one party in a transaction is in possession of more information than the other, which in a practical sense means the person with less information loses out. Said another way, when salaries are secretive employees usually make less and the company saves that money. We suspect that if Legacy were to be transparent with what their employees are paid they would expose how problematic their pay practices are. We suspect that Legacy is hiding their pay practices to keep those pay inequities hidden. These pay inequities likely effect people of color and women the most.

We'd love to hear your thoughts on why Legacy needs to keep the wage scale hidden. Why do you think Legacy demands extreme confidentiality on pay?
https://www.surveymonkey.com/r/2022SilvertonFeedback

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Just one more string attached to this; Legacy also demanded that in exchange for this increase nurses will remain on the overall Legacy nurses’ step scale for the duration of the current collective bargaining agreement and will receive increases to that scale Legacy makes in 2023. This means that since nurses are getting these increases now, we will not get the contractual wage increases that were scheduled to be implemented in April 2023. Read the entire agreement here: 

New Contracts Are Here!

ONA labor staff will be on-site in meeting room E on Wednesday, Oct. 12, from 11 a.m. to 1 p.m. so you can drop in, ask any questions, share concerns, and pick up a contract if you haven’t gotten one already!

Newly Hired?

If you are "new" (since the start of the pandemic) to Silverton we have probably missed the opportunity to welcome you to our union, ONA! We haven't been able to hold new employee orientations in person since March 2020.

Please contact us right away so we can get you all of the welcome information, paperwork and gifts!

Contact ONA by email: 
MemberServices@OregonRN.org
(503) 293-0011 or contact your labor rep.
Newman@OregonRN.org
(503) 293-0011 ext. 1331.

You can also drop by the upcoming union meetings too to get your welcome swag and membership stuff!

We look forward to meeting our new folks!

Develop Your Skills to Build a Stronger Union with ONA Steward Trainings

ONA stewards are the lifeblood of what makes our union strong. A strong union has at least one steward for every unit and shift. Stewards are there to answer colleague’s questions and discuss concerns and help keep every nurse up to date on important union activities.

Introductory steward, grievance handling and building worksite power trainings all focused on representing your coworkers and problem-solving workplace issues. More training dates will be announced as they are finalized.

Topics and Dates

Introductory Steward Training
- Saturday, October 15
- Thursday, November 10
- Saturday, December 3

Grievance Handling Training
- Monday, November 28

Building Worksite Power Training
- Friday, October 28
- Saturday, December 10

www.OregonRN.org/Steward-Training