



LEGACY UNITY NURSES NEWSLETTER

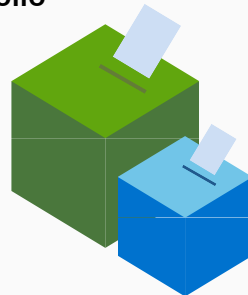
Oct. 5, 2026

UNION COMMITTEE NOMINATIONS OPEN OCT. 5

Your current union leadership team and labor representative have conferred on what union positions are needed to effectively run the Legacy Unity nurse union.

The new positions we are recruiting for are:

- Bargaining Unit Co-Chair with a Finance Portfolio
- Bargaining Unit Co-Chair with a Communications Portfolio
- Grievance Co-Chair
- Professional Practice Co-Chair
- Staffing Committee Co-Chair
- Workplace Violence Prevention Co-Chair
- Membership/ Contract Action Team (CAT) Co-Chair



Position Descriptions:

BU Council Co-chairs (2): Two members responsible for scheduling and facilitating BU council meetings, preparing agendas, taking meeting minutes, confirming attendance, ensuring follow-up on agreed upon tasks and projects. Lead the work of liaising with ONA staff and securing additional resources and support where needed. One co-chair is responsible for finance and the other is responsible for communications (newsletters, social media, bargaining updates).

Grievance Co-chair: Responsible for coordinating the work of stewards including holding regular meetings, communicating about representation needs to ensure that members have representation when needed, and working with labor representative to provide training and mentorship to stewards. Grievance co-chair is also responsible for supporting stewards in filing grievances as well as working with their labor representative to ensure that grievances are filed with the ONA office in a timely manner and updates provided per ONA's process for grievance tracking. In addition, they shall provide a report on grievance activity to the BU council so that opportunities for issue organizing might be identified.

LEADERSHIP AND INFORMATION

Executive Committee & Bargaining Team

Co-Chair
Haley Choi

Co-Chair:
Brigitte Rudisel

Grievance Chair:
Karl Rusterholtz

Membership Chair:
Tracie Henry

Staffing Chair:
Vacant

Labor Representative

Jocelyn Pitman
Pitman@OregonRN.org

ONA
Caring for Oregon

Union Committee Nominations Open Oct. 5 ... continued

Position Descriptions:

Membership/Contract Action Team (CAT) Co-chair: During contract campaigns, this member is responsible for collaborating with the ONA Labor Representative and the bargaining team to develop a campaign plan. They recruit and train CAT members, convene and facilitate CAT meetings, and support CAT members in implementing campaign actions to ensure follow through on commitments made by CAT members. In between contract campaigns, this member shall be responsible for ensuring that new hires are provided with an ONA new employee orientation (NEO) and sign up for membership. They may fulfill these duties through collaboration with the labor rep, stewards, and/or CAT members. This member shall be responsible for updating member contact information on a regular basis to ensure ONA has current phone and email information for all members. In addition, they will keep the BU council informed of CAT activities during contract campaigns.

Professional Practice Co-chair: This member shall serve as chair of the facility's professional practice committee. They shall be responsible for fulfilling the duties of that position as determined by the process agreements of that committee or as articulated by the collective bargaining agreement. They shall also provide regular updates to the BU council of emerging practice concerns or other issues that may impact members. In addition, this member shall be responsible for working with other members serving on the committee to prepare strategic approaches to the work and ensure members are working together for the greatest impact.

Workplace Violence Prevention Co-chair: This member shall serve as chair, co-chair or member (depending on the structure of the committee) of the facility's workplace violence or equivalent committee. They shall be responsible for fulfilling the duties of that position as determined by the process agreements of that committee or as articulated by the collective bargaining agreement. They shall also provide regular updates to the BU council of emerging workplace safety concerns or other issues that may impact members. In addition, this member shall be responsible for convening other ONA members serving on the committee to prepare strategic approaches to the work and ensure members are working together for the greatest impact.

Staffing Committee Co-Chair: This member shall serve as co-chair of the facility's staffing committee. They shall be responsible for fulfilling the duties of that position as determined by the process agreements of that committee or as articulated by the collective bargaining agreement and the law. They shall also provide regular updates to the BU council of emerging concerns or challenges that may impact members. This member shall be responsible for working with their labor representative to monitor and report staffing law violations as prescribed by Oregon law. In addition, this member shall be responsible for convening other members serving on the staffing committee to prepare strategic approaches to the work and ensure members are working together for the greatest impact.

The term of these positions align with the contract, which expires September 30, 2027, The term will end within 4-6 months of when the contract is ratified (agreed upon through a majority vote by union members).

NOMINATE YOURSELF OR A COWORKER TODAY!



<https://tinyurl.com/2atrc67m>



SCAN

Holiday Grievance Win!

We are pleased to announce that we have a solid response from our CNO Chris Hatch on the grievance we filed regarding Martin Luther King Jr. Day. Recently, union nurses were assigned to work MLK Jr. Day for 2027. We did not get the option to make this a preference. MLK Jr. Day was assigned in connection with Christmas. We requested that we have an opportunity to express our preference concerning MLK Jr Day before assignments were made. In the grievance meeting, we asked them to withdraw the winter holiday assignments and repeat the preference process with MLK Jr Day included. We also discussed how this would impact the other holiday assignments on schedules in process. We then said that MLK Jr. Day should be unassigned and handled through the normal shift schedule enrollment.

Management confirmed that MLK Jr. Day was not included among the holiday options presented to nurses before the MLK Day assignments were made. As a result, nurses were not given an opportunity to express their preference concerning that holiday before it was assigned. Legacy will correct the MLK Jr. Day assignment process. The preferences submitted and assignments made for the other holidays will remain in place.

Legacy will withdraw the current MLK Jr. Day 2027 assignments and manage MLK Jr. Day assignments through the normal open schedule process for 2027. The preferences and assignments already made for the other holidays will not be reopened or changed as part of this resolution.

After the open schedule period closes, Legacy will consider the responses and make MLK Jr. Day assignments in accordance with the applicable provisions of Article 11 and staffing requirements. If nurses' preferences do not provide sufficient coverage, Legacy will fill the remaining shifts through the contractual assignment process. A stated preference does not guarantee an assignment or the day off.

In future annual holiday scheduling cycles, Legacy will include MLK Jr. Day in the applicable holiday preference process consistent with Article 11.

A big shout out goes to our co-chair Haley Choi for taking the lead on this grievance!

PLEASE COME TO OUR STEWARD TRAINING!

When: October 21, 3:30 - 5:30 p.m.

Where: Zoom

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 via email: pitman@oregonrn.org by October 20. In order for this training to be successful, please arrive on time, on camera and willing to engage in discussion. To join the zoom meeting click the link or scan the QR code.



<https://tinyurl.com/5c4m9jpj>

WE ARE ALL IN THIS TOGETHER, 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 25,000 represented nurses and other healthcare professionals. Together, we can make a difference for you, your patients and your colleagues.

www.oregonrn.org/apply

