On Feb. 2, 2021, your ONA/Unity Center for Behavioral Health (UCBH) Bargaining Team made counterproposals to management on Article 16: Professional Development and Article 17: Professional Nursing Care Committee. Our team also let management know that we agree to their proposed broadcast changes that would increase LSI eligibility and the need to not mark availability; We maintained our stance that it’s essential for charge RNs to have the ability to contact the staffing office to fill scheduling holes and staff safely in the moment. Additionally, while we’re appreciative of their movement towards not requiring LSI standby for a full 12 hours, we have heard from nurses that having the option to not stay on standby continues to be important.

Our team is asking for a fair reimbursement fund for professional development. We have learned through bargaining that Legacy has no record of professional development funds being used in 2018 and 2019 and no record of tracking whether requests for professional development funds are declined. We continue to propose a transparent process for these funds. And management’s response to having set amounts spelled out in our contract? Leave it up to Legacy policy to see what nurses will get.

A major sticking point was nurses’ ability to complete mandatory educational modules outside of patient care time and to receive overtime pay if required. We also disagreed on what is considered mandatory vs. voluntary meetings and education.

Your team continues to stand firm on the need for strong language that secures nurses’ voice through input and collaboration on patient care, staffing, education and training, and workplace safety at the hospital-wide and unit-based levels. Management’s response continues to keep the power in their hands and out of the hands of nurses who actually do the work every day.

Legacy has made it clear where they stand: Nurses should not have a real voice when it comes to matters of safety and patient care and management should only be beholden to their own policies, which they can change at a moment’s notice.

Your team came out of the bargaining session with the resounding message that that’s just not good enough. It’s time Legacy actually listens to nurses on what we need to do our jobs. Let’s continue to stand together and show Legacy that we demand a fair contract. Wear your union t-shirt every Tuesday and help us continue to document inadequate or unsafe staffing by filling out a union SRDF (see page 2 of this newsletter).
Hold Unity Accountable: Report Unsafe Staffing

Unity's staffing practices continue to put nurses and patients at risk. We are coming together to report and document every unsafe shift so we can shine a light in the community on what's really happening.

Any time staffing is unsafe or inadequate, complete a Staffing Request and Documentation Form (SRDF), particularly when nurse safety and patient care are being affected.

Click here to complete an SRDF or scan our QR code with your phone.

Staffing Education & Advocacy Training

Did you know our unit staffing plans will be up for review by the Staffing Committee in early March?

Under the Oregon Nurse Staffing Law, all nurses have a right to see their unit’s staffing plans and have input in its development.

Reach out to your unit’s Staffing Committee Representative or an ONA/UCBH Bargaining Team member if you have questions.

You can also learn more about the staffing law by signing up for our online Staffing Education & Advocacy Training (SEAT) via our OCEAN platform. Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.