Legacy Unity Tentative Agreement Reached!

We’re pleased to announce we’ve reached a tentative agreement (TA) on a new union contract with Legacy Health for Unity Center RNs! If the agreement is ratified, we will become the first RNs in the Legacy System to have certified a union and won a first contract from Legacy! We appreciate everyone’s sacrifice, commitment, and patience as we’ve navigated this challenging journey, and we are proud of this accomplishment.

Highlights of the contract include achieving four pillars of a union contract: just cause protection against unfair discipline and discharge, a grievance procedure with binding arbitration to ensure fair enforcement of our agreement, a wage scale that provides for consistency and transparency for Unity Center RNs pay, and a union shop that supports the ongoing strength of our organization. We’ve also achieved greater influence on patient care and safety with the establishment of a Professional Nursing Care Committee (PNCC) where we can discuss ongoing safety and nurse practice issues directly with management.

While we are pleased with the agreement and the progress it represents, there are some compromises that are included in the TA. Most notably, Legacy retains considerable control over benefits and working conditions, and we were unable to secure all house supervisors as part of the bargaining unit. As difficult as those compromises were, we believe the TA allows us to consolidate the progress we’ve made since forming a union and provides a strong foundation as we organize and strengthen our union to win more gains in future rounds of bargaining.

In the coming days, we’ll be sending out detailed information about the TA including a summary document, a draft copy of the agreement, and details about voting on ratification. We will also be holding informational meetings where members can ask questions about the
agreement and discuss the ratification vote. The informational meetings will be held via Zoom on Monday, July 12 at 5:00pm and 8:00pm.

Contract ratification voting will occur on-site at Unity Center between July 13 and July 18. Additional information will follow by email.

We could not have achieved this incredible accomplishment without all of your support. Thank you so much to our Contract Action Team and all of you that showed up to picket, attended a vigil, signed a petition, talked to a coworker, voted to form a union, and stood together to make this contract a reality.

We look forward to continuing to build our union alongside each and every one of you.

In Solidarity,

Sarah Mittelman (PES)
Christine Allen (Unit 5)
Sherrie Neff (Unit 5)
Haley Choi (1W)
Rebecca Brunk (1W)
Amer Filipovic (1W)
Tracie Henry (Unit 6)

If you have any questions, please contact your ONA labor representative, Seth Moore at Moore@OregonRN.org.

Visit your bargaining unit page for more updates and information.