Tentative Agreement is Ratified

With more than 80 nurses at Silverton Hospital (SIL) turning out to vote last week, a majority voted YES in favor of ratifying our tentative agreement. This means that it will become our new official collective bargaining contract for the next 15 months, through March 2018.

Overall, nurses from across the hospital reported feeling very pleased with the gains made, but felt not enough progress has happened yet to catch us up to our peer hospitals. With this contract running until March 2018, this new contract represents an opportunity over the next 15 months to try out many new systems and work rules and assess what our highest priorities are when we go back to the bargaining table. We now have one year for nurses throughout the hospital to get more organized, more involved and more prepared for negotiating an even better contract next time around. A small group of bargaining team members and contract action team members volunteered countless hours working on this agreement. We hope that an even larger group can share the tasks ahead and build our union to be even more representative of all nurses and provide an even stronger voice in our hospital to help our patients and our community in the next negotiations.

Highlights of the New Contract

Raises
The contract features 8 percent across-the-board raises over 15 months for all nurses. It also includes an additional 4 percent raise by 2018 for 40 percent of nurses at Silverton with BSNs.

Reversing the Step Freeze
The step freeze from 2013 will be fixed as of Jan. 1, 2017. All nurses affected by the 2013 freeze will be either moved up a step or move one year closer to their next step depending on where they are at in step progression. For most affected by the step freeze, this reversal will constitute a 3-4 percent raise happening sooner than it would have under the freeze.
Contract Highlights (continued from pg. 1)

Catching up to Our Competitors
Between the across-the-board increase, the BSN differential, and the step freeze reversal, nurses will be receiving between 8-16 percent in raises over 15 months. After the step freeze in 2013, and raises that barely kept up with inflation and no raises occurred from July 2016 to December 2016, the hope is that the 8-16 percent raises catch nurses up for the sacrifices we’ve made, and catches us nearly up to market levels at our neighboring hospitals. There will still be more catching up left to do though when we go back to the negotiation table in one year.

Safety Net for Our Benefits
Our last big win on the final day of negotiations was creating a safety net for our health insurance and retirement benefits. With Medicaid and the Affordable Care Act at great risk in the next year, Legacy may face some difficult financial realities. If Legacy’s charity care for those without insurance skyrocket up to the previous amounts, before expansion of coverage happened for so many Oregonians, Legacy may not receive payment for large numbers of patients. If Legacy is forced to make large system-wide cuts to make up for this, they won’t be able to gut our health insurance or retirement without returning to the bargaining table and facing the risk of a strike. If either benefit’s total actuarial value is decreased by more than 30 percent, then they face immediately negotiation with us again. They can still make small changes, increase premiums or other fees, and may try to save some money if things get tight; but any real gutting of benefits that would undercut our wage increases has to go to the bargaining table.

Other Legacy Benefits Programs
We learned that Legacy has many other benefit programs that Silverton never had before, or that are major expansions on our current programs. These are benefits like life insurance, tuition reimbursement, internal professional development trainings and many other benefits never included in our collective bargaining agreement.

We did not add all of these into our agreement, but Legacy will still be offering them. We look forward to nurses trying these out and learning which are most valuable to you that you might want included in your contract in the future.

Differentials
Along with wages, this is one of the biggest gains we made in this round of negotiations. Moving to Legacy’s differential system increased nearly all differentials across the board.

Extended Illness Bank (EIB)
We preserved any EIB hours already accrued and the ability to keep utilizing them going forward. But EIB will no longer accrue going forward as the program is phased out. Legacy will be replacing this with short-term disability program which is improved from Silverton’s old short-term disability program.

Personal Time Off (PTO)
Accrual rates will be decreased for most nurses across the hospital who either work 12 hour shifts, or have 20+ years experience. The new rates will match us with PTO rates across the Legacy system.

Policies Guaranteed and Protected in Union Agreement
This was another very large win for nurses. Legacy opened negotiations with half our collective bargaining agreement simply deleted and listed that they would just go by their own policies which they could change at any time. We stood firm and forced them to put expectations and work rules back in the contract. This means we still

<table>
<thead>
<tr>
<th>Differentials</th>
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<tbody>
<tr>
<td>• Weekend: increase $0.25 to $2.00</td>
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<tr>
<td>• Night shift: increase $0.75 to $5.75</td>
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<tr>
<td>• Evening shift: decrease $0.05 to $2.45</td>
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<tr>
<td>• Standby regular: increase $0.25 to $4.00</td>
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<tr>
<td>• Standby holidays: increase $3.00 to $7.00</td>
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<tr>
<td>• Preceptor: increase $1.00 to $2.50</td>
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<tr>
<td>• Charge: change to 6% (increase for some people, might decrease others)</td>
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<table>
<thead>
<tr>
<th>Phase in BSN/MSN differentials:</th>
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<tbody>
<tr>
<td><strong>BSN</strong></td>
</tr>
<tr>
<td>2%</td>
</tr>
<tr>
<td>4%</td>
</tr>
<tr>
<td>4/1/17</td>
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<td>3/1/18</td>
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There will be guaranteed access to all Legacy incentive programs that other similar Legacy employees have access to. Currently, this includes the Strive Incentive with potentially $500 this July, and $1000 the following year.

(Continued on page 3)
have a proper Layoff and Rehire procedures which are fundamental to have union-protected job security (with a brand new benefit of up to 16 weeks of severance pay). This also includes protected policies on corrective action, union rights, management rights, LSI policies, protections for on-call nurses, professional development and many work hour rules they tried to simply delete.

**On-Call (Casual Nurses)**

While some smaller policies regarding on-call nurses have been removed from the collective bargaining agreement, casual nurses will be getting a raise. Instead of the previous $4.60 differential, they will be guaranteed a 10 percent differential. Also, rather than being available one holiday per year and two weekend shifts per month, casual nurse need to be available 24 shifts per year. For those that need to travel during certain seasons or take extended vacations, this provides more flexibility for their schedules and increases Silverton's opportunities to recruit and retain nurses who might otherwise retire or go elsewhere for departments that rely on these extra nurses. If a department still needs to require these nurses to be available a certain number of weekend or holidays, they may still establish or keep using department-level requirements they already had.

**New Low Census Procedure**

Once Legacy's new electronic system for tracking low census goes into effect in April, the nurse with the lowest percentage of low census hours out of their total hours will be the first to go on low census. Though you won’t be low censused more than once per schedule until everyone else has gone as well. If you have the highest low census percentage, you will be the last to be sent home for every scheduling cycle until you aren’t the one with the highest low census percentage. With a new electronic system for supervisors and charge nurses to readily access, our hope is that this system will be more consistent and fair than all the different ways it was tracked department by department.

**New Scheduling Procedure**

Most departments might not notice a difference, but from now on, part-time employees will have an equal chance to pick up extra shifts as per diem. We had some part-time nurses who could rarely ever get those extra shifts (often shifts they really needed to make up for low census days) because per diem got the first chance to sign up for as many shifts as were available.

**LSI & Overtime**

Across all Legacy hospitals, there is no double time provided for any employees. So we'll be switching from our old system that provided time and half and double time, to Legacy’s system. Under their system you will receive 1.4 times your wages for last-minute shifts. For overtime, you will receive 1.5 times your wages after you've worked 40 hours instead of 36. If you work overtime and it is also an LSI shift, then you can earn 1.9 times your wages instead of 2 times your wages.

Additionally, we’ll be improving the timeline on LSI from Silverton’s 48-hour notice to receiving LSI for any shifts picked up less than 7 days in advance. This means nurses will be receiving LSI more often even though the pay will reduce from 1.5 times to 1.4 times or from double time to 1.9 times. We hope this might also improve scheduling since nurses won’t have to wait until 48 hours in advance to get LSI incentive and might pick up those shifts sooner with the 7 days relieving stress and anxiety on coworkers who worry about shifts running short and not knowing who will fill shifts until the very last minute. This might also make it easier for nurses who have to arrange childcare to pick up LSI shifts who could not obtain childcare with only 48 hours notice.
### Implementation of New Contract:
#### When Will Changes Occur?

<table>
<thead>
<tr>
<th>Date</th>
<th>Pay Period</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan. 1, 2017</td>
<td>(effective pay period 12/25/16-1/7/17)</td>
<td>10% casual differential, Unfreeze step &amp; step adjustments, Across the board 4% wage increase, The new health insurance plan, premiums and all other associated benefits.</td>
</tr>
</tbody>
</table>
| April 1, 2017     | (pay period 3/19/17-4/1/17)     | All four of the items listed below are built into API and will not be configured until Silverton moves onto Legacy’s electronic API system. For those items not being implemented until 4/1/17, Silverton will continue the previous practice until then.  
- LSI  
- Callback minimum  
- Differentials (including BSN differential)  
- Weekly OT moving to 40 for all shifts |
| December 2017     |                                 | Certification pay distributed once per year moving to the month the entire Legacy system allocates these funds in December. Retirement allocations will be distributed once per year for all those who work 1000 hours from January 2017 through December 2017. All retirement matching funds earned starting this month throughout 2017 will be distributed at the end of 2017. |

### Watch for More Information Coming Your Way

We’ve only been able to give you an overview of all the changes, so please continue to learn about all the changes that come with the arrival of Legacy and with our new collective bargaining agreement.

The following are four more opportunities for learning about the contract:

1) The hospital administration will be training managers on the new changes. At the department and unit level, managers will then be meeting with all of you to discuss upcoming changes with you.

2) ONA will be partnering with human resources to hold hospital-wide Q&A sessions to help educate everyone on all the changes and new benefits. Watch for email announcements with dates and times soon.

3) New spiral-bound contracts will be distributed to every department in the next couple months. When we do rounds to deliver these, we’ll also be available to answer questions in person about the new agreement.

4) Your labor relations representative, Amber Cooper, will be holding more Q&A drop-in times in the cafeteria over the next several weeks. Watch for announcements with dates and times of these as well. You can also reach her directly with questions via email at cooper@oregonrn.org.
Congratulations to Silverton Nurses for Standing Strong Together!

Having a strong union contract is directly related to the strength and solidarity of nurse members. Over the course of the last contract negotiation, union membership grew to 90 percent at Silverton. This was no accident. Nurses intentionally recommitted to staying a member or recruited colleagues to join by discussing the importance of ONA membership and participation, serving as a clear demonstration that nurses stand together to advocate for our colleagues and our patients. As we witnessed, this process takes more than just our bargaining team.

For the last five months, our bargaining team and Silverton nurses put in the ground work to have a successful contract campaign. Nurses actively engaged in the negotiating process by:

- Filling out the pre-negotiations survey
- Wearing “Silverton works because WE do” buttons
- Attending bargaining sessions to signing the ONA petition
- Organizing a delegation of staff nurses to hand-deliver it to the office of Sarah Fronza, Silverton’s President and CEO
- Taking photos with the “We Stand Together” signs
- Putting up “FAIR contract for Silverton Nurses” signs throughout the Silverton community
- Overwhelmingly voting in favor of an informational picket.

All of that effort paid off. Nurses raising our collective voices was a critical factor in our team’s ability to push for what our patients, colleagues and community needs.

So yes, let’s celebrate this moment for the great foundation we have built, but let us not forget that it’s just a first step. All of our continued commitment and teamwork will be needed when we begin our next contract campaign in just over a year. Well done everyone!

“What an exciting time for Silverton Nurses! With strong leadership and guidance from our awesome team of nurses representing the different departments around our hospital, the nurses who came out and supported all their efforts and our ONA reps, we now have a contract with Legacy that reflects the issues important to us! Here’s to communicating and staying informed; sticking together and supporting each other in this process; and the teamwork that, and will need to continue, in the time up to our next contract! Well done Silverton nurses!”

- Tracy Long, ICU

“Thank you Team for working hard for all of us. We all need to stay vigilant and we’ll have to work just as hard the next time around.”

- Diane Bishop, ED

“I am personally pleased with the ratified contract for the upcoming 2 years. Realizing that we did not get all items we asked for, I still think it turned out okay. But more importantly, I am very thankful for all the dedication and commitment and hours spent by our bargaining team trying to represent us and fight for us to negotiate a fair contract. I’ve been in their shoes for several contract negotiations and believe me when I say it, it is not an easy job! Our representatives kept us well informed and remained positive through it all. So, thank you all for proving once again the importance of teamwork and remaining

- Ali Salem, ED

“A big thank you to our negotiating and ONA team. This contract is a big win not only for Silverton RN’s but for RN’s in Oregon. This is the first RN union contract that Legacy has signed for any of its Oregon hospitals. For Silverton RN’s we kept and, I think, strengthened our union. We were able to preserve the basic protections of a union contract, had the step freeze unfrozen and received raises that range from 8% to 14% over a 16 month period. I know many ADN’s feel the contract benefits were weighted to BSN’s, but that is not specific to Legacy. Legacy does offer education stipends and wage increases to those who get it. It is a short contract so everyone should monitor the work rules for any needed changes and stay in contact with your work area union representative so we are ready for the next contract with good documentation.”

- Brion Lutz, OR
2017 ONA Statewide Elections

Put Your Leadership into Action—Serve in an ONA Elected Position!

Whether serving on a committee, cabinet, or the board, ONA leaders have the capacity to influence public policy, professional nursing standards and the advancement of the association. In a leadership position, you will help ONA and the nursing profession remain strong.

January 20, 2017 is the deadline to self-announce candidacy for the statewide ONA elections.

If you are interested in running for one of the open leadership positions, please complete the Talent Bank & Consent to Serve form here.

For more information, please contact Kathy Gannett at 503-293-0011 or 800-634-3552 ext. 309.

2017 ONA Statewide Election Positions Open

SAVE THE DATE: 2017 ONA NURSE LOBBY DAY

February 14, 2017 • Salem, OR

ONA invites you to join nurses and nursing students from around Oregon to lobby on important nursing and health policy issues and meet with your legislators.

Hundreds of nurses will rally at the Oregon State Capitol in Salem on Tuesday, Feb.14, 2017 to advocate for our patients and advance Oregon nurses’ practice.

It’s vital that we have nurses represented in the key decisions that are made about our priorities and key bills that will come up in the 2017 session.

Early registration for ONA members is now open.

Visit www.OregonRN.org for more information and registration.