

Our Unity Works!

New Contract Includes Raises, Job Security

When we stand together and speak out for our patients, we have the strength to make real change. Nurses overwhelmingly voted YES on our new agreement that includes wage increases that help recruit quality RNs to our small community hospital and help retain our dedicated RNs. We made significant strides in job security language especially in regards to restructure and layoff. We also gained a voice at the table to discuss jointly with administration ways to improve our health care benefits. After negotiating and standing strong for several months we can now focus on continuing to provide safe and quality care to our patients and our community.

Our Victory

Wages

- 1.5% retroactive to January 1, 2017
- 1.5% on January 1, 2018
- 2.0% on January 1, 2019

Layoff Language

- Improved language so nurses are notified and have clear options if/when a layoff should occur

Restructure Language

- Defines department/unit restructure
- Assures union and nurses are notified in a timely manner
- Management agrees to work on a committee jointly with nurses to determine exact process of restructure

Low Census Language

- When placed on mandatory low census, the nurse will have a choice about being placed on call

New Employee Orientation

- Instead of management telling new nurses about the union, a delegate will be given time during New Employee Orientation to introduce bargaining unit members to the union and their contract.

Holiday Language

- Clarification of holidays with 12 hour shifts (Will commence at beginning of night shift on day prior to holiday and run to end of day shift on day of the holiday)
- Per Diem or Supplemental nurses will provide availability to cover at least 2 holidays per year (one winter, one summer)

A Voice for Affordable Health Insurance

- Nurses on a healthcare committee will work together with management to explore options for more affordable health benefits
- The committee will submit their recommendations to the CEO for approval in the second year of the agreement



Doris Hiebert, RN, ER

"With so much uncertainty with the change in healthcare, we were able to secure fair wage increases that will keep us in line with the market over three years."



Shannon Skelley RN, Acute Care and OR

"We stood together, took actions with our petition, signs and board meeting attendance and won. We now have a good contract for three years and ways to recruit and retain nurses to take the best care of our

patients."

