



WE ARE BARGAINING FOR REAL COMMITMENTS TO PATIENT CARE AND TRANSPARENCY IN OUR WAGES

We continue to show up in our full representative participation to bargaining with workplace leaders from each corner of the KRH system. Our bargaining team, elected by members in each of our departments, has brought proposals that will:

- » Add concrete commitments to patients and patient care
- » Address the continued turnover of nurses
- » Create transparency in our wages and ensure we can be competitive

Management's proposals have fallen short. They continue to bring proposals that don't address the commitments we have proposed.

We know that standing together and taking action matter. We cannot be passive while patient care is compromised. That is why we are standing together, with our bargaining team, to take action. Talk to your bargaining team member today to hear about our plan.

We met with management this week and shared how staffing has gotten worse over the last few years. We shared that we want a commitment from management to have the resources we need to safely take care of our patients. We also told management the importance of having wage scales that reflect our years of experience.

Our new tentative agreements:

Personal Leaves of Absence: Ensuring we can apply for up to 12 weeks per rolling year of personal leave if we are not eligible for FMLA.

Leave and Seniority: Seniority is paused for unpaid leaves of longer than three weeks. Seniority will continue to accrue when a nurse returns to work.



"Administration heard from many nurses in regards to their concerns over staffing, floating, wages and other areas. They promised to come back with serious meaningful counterproposals at our next bargaining session. We need them to come through with their promises and prove they want to get this contract settled."

Jeanette Luka, RN, OB



"We are advocating for our entire community when we speak up for safe staffing levels and competitive wages that will help us build and retain nursing teams."

Carol Mitch, RN, 3rd Floor Medical



"We are the experts when it comes to the very special needs of our patients. We want to have a voice in how we care for them, and ultimately, how we care for ourselves by bargaining the things we need in a strong contract."

Pat Fogleman, RN, Chemotherapy Infusion at the Rock



"Staffing and finances are connected and that's why we've lost people to Missoula. Management should prioritize quality patient care."

Cindy Hinzman, PACU

**MARK YOUR
CALENDAR**

**NEXT BARGAINING DATE:
APRIL 27**

Our Community Stands With Us

Read a letter of support from our
Kalispell Education Association brothers and sisters:



April 7, 2021

Dear President Diane Sosne, Executive Vice President Jane Hopkins,

Your Kalispell Education Association Brothers and Sisters stand with you in your bargaining with Kalispell Regional Healthcare. We are here to support and encourage you in any way possible. We are proud of you for uniting in a common cause. Change is never easy and your employer is fighting this change hard. Stay the course. Your strength is admirable.

This is a letter of support. If there is anything else we can do to help you in your fight, know that you have our full support. We have voted to use funds to support your bargaining team by bringing dinner, or snacks at your bargaining session on April 27, or whatever would help them and let them feel they are not alone. Please reach out if you have any other ideas of ways we can support you. Our teachers have asked and we have encouraged them to put up yard signs and magnets on their vehicles, reach out to their friends and neighbors who are nurses, and to comment on social media in ways that are supportive of nurses and your cause.

We want you to know that; We see you. We hear you. We support you.

Your Union sisters and brothers.

Local #7606

Kalispell Education Association

MPFE

Nurses Working Together Fund

Now accepting applications!

Applications for the Nurses Working Together Fund are being accepted until April 28 for employees of KRH who are planning to take nursing prerequisite classes in the Fall of 2021. This fund was created by Carol Mitch in 2017 and generously supported by KRH nurses for fellow team members as a way to show our encouragement and solidarity.

**Look for details on the Wire under
Departments/Human Resources/Scholarships.**