



Our Vision for a Better Logan Health

We provide an essential part of what patients need from Logan Health. We prepare them for surgery, support them through their ongoing cancer treatment, rush them in through the ED doors with lifesaving measures, support women bringing new life into the world, perform essential interventions, support family members, and ensure that life continues during the most vulnerable and precarious moments of our patients' lives.

The status quo leaves us and our patients where we are now: wanting for a better Logan Health that provides unwaveringly excellent, thorough care to our patients in every corner of our system.



"I love my job and working with patients and helping them. Quality care is important and keeping experienced nurses in the Valley benefits the community. I have been a part of bargaining since the beginning and have experienced first-hand management's lack of respect and unwillingness to collaborate. It impacts more than just the nurses—it negatively affects the community, too."
Joan Siderius, RN, Women's Clinics



"Recruiting and retaining nurses plays a vital role in establishing a high-quality hospital system, where patients and their family members reap the benefits of effective care. It's disappointing that we have reached this point in negotiations where Logan Health administration does not fully appreciate the nursing role. It'll take all of us to stand up and advocate for our patients and ourselves. A strike is not what we want, but together, we will if we have to." **BJ Corpron, RN, ICU**

WE ARE READY TO TAKE ACTION!

Three-day Unfair Labor Practice strike set for June 1, June 2 and June 3

We are moving forward with our plan to win a first contract. Management did not make enough movement on our key issues of competitive wages, staffing and benefits, which is why we delivered our 10-day notice to strike today. We told management that we are ready to bargain into the night at our next bargaining session on May 25th so we can settle a first contract. We don't want to strike, but we will if we have to.

We are committed to settling a first contract. If we can't get to an agreement by June 1, we will take action in a three-day Unfair Labor Practice strike from 7:00 am on Tuesday to 6:59 am on Friday, June 4.

STRIKE FREQUENTLY ASKED QUESTIONS

Is striking considered patient abandonment?

No. When healthcare workers go on strike, we give the employer 10 days to prepare, and we give the specific date and time when we will be striking. It is Logan Health's responsibility to ensure that if there are patients to be cared for at the time of the strike, it has a plan to care for them.

Do I get paid vacation time when I strike?

No, if you were not prescheduled for sick or vacation, there will be no ETB or CIB from Logan Health during a strike. If you are scheduled for leave during the strike, your leave should continue as scheduled. We believe it's a violation of federal labor law if management threatens to cancel pre-approved time off. In fact, we have filed an unfair labor practice about this already.

What do I do during the strike?

Striking is an important action we can take on behalf of our patients. We need every worker to come to the picket line at their work location for at least four (4) hours during their regular working shift. If you have a second job or other responsibilities, that's ok, but plan to come for at least four hours each day.

The public will want to know why we are striking. We will have press events during the strike, and daily rallies to invite the community to learn more and show their support.

MORE QUESTIONS ON FLIP SIDE >

STRIKE FREQUENTLY ASKED QUESTIONS (CONTINUED)

What does it mean to go on an Unfair Labor Practice strike?

When we strike to protest an unfair labor practice committed by our employer we are called unfair labor practice strikers by the National Labor Relations Board. As unfair labor practice strikers, we can neither be discharged nor permanently replaced. When the strike ends, we are entitled to have our jobs back even if employees hired to do our work have to be discharged.

Will we get locked out?

It is against the law for Logan Health to permanently replace us with a lockout. Once we make an unconditional offer to return to work, Logan Health may try to temporarily lock us out of work by pointing to the contract length it negotiated with the replacement or scab agencies.

Together, we are more than 650 nurses strong, trained in every aspect of providing high-quality care — from advanced surgery and family care to keeping our facilities clean and sterile. Logan Health knows a lockout will not be in the best interest of patients. If there is a temporary lockout, we will stay strong together and know that we have a legal right to return to our jobs.



Is there any hardship pay?

Picket pay of \$40/day is available for those who sign in and picket at least four hours/day. In addition, the union maintains a hardship fund that supporters can contribute to (we call it the Solidarity Fund). Any worker who pickets can apply to this fund for help. Contributing to the Solidarity Fund is one way for community members to show solidarity with our fight.

Can I get in trouble?

At the specific time we designate, everyone will walk out together or not go into work, and that will be a protected union action. Striking is protected by federal labor law. As long as we stick together, we can fight any retaliation by Logan Health.

When are we doing this?

We gave management a 10-day notice to strike on June 1, 2 and 3. It's important that each of us has an avenue for regular updates from a member of the bargaining team.

How long is the strike?

We have authorized and gave management notice for a 3-day, 24-hour unfair labor practice strike.

What if I'm on probation or a resident? Can I go on strike?

Yes. Striking is protected by federal law. As long as we stick together, we can fight any retaliation by Logan Health.



"As members of a union, we have the strength to advocate for our patients because we will have a voice and be able to achieve transparency through our contract. We are fighting for safe patient staffing, continuity of care, and a voice for change. We live in the same community as our patients; our patients are our neighbors,

our friends, and our family. I don't want to, but I will if I have to. It's our time to stand up and let our voices be heard to protect ourselves so we can protect others."

Addi Eastman, RN, Same Day Surgery

"We only see the changes that our floor can provide, that our immediate management, & our Shift Unit Supervisor team can provide (and they do great with that!). The problems that we're experiencing are completely out of their control. Our floor is a different floor than it was two years ago. Many of us see that some things are improving right now but looking at the overall picture is where we see the changes that still need to happen. People can't afford to stay here so they end up leaving, and then we're having to re-train. When it comes to staffing levels and competitive compensation, these will be changes that come around with us working together as a union.

Deciding to strike is a very hard decision because we're here for patient care, but in the long run we know that it will help show administration that we're serious. We're tired of being looked down on, we're tired of being told one thing and being given another, and we're tired of not having real input on what directly affects our patients – and that in turn directly affects us. No matter where you work, what we're fighting for might not affect you right now, but it affects us all as a team, because we work together as a team." **Angel Garrido, RN, 3rd Med/Surg**



"As advocates for our patients and advocates for the health of our community, we can speak from our perspective at the bedside to demand certain minimums be set and establish our place at the table going forward. We have job openings that we've interviewed for and made offers to candidates, and when they are told how much they'd be earning, they politely stifle a laugh and decline our offers. We have had nurses with nine years' experience making less than new recruits with less than two years' experience. The lack of a transparent wage scale that places us at least in the vicinity of our peer hospitals is hurting our departments, our hospital, and our patients.

I don't need to bargain or strike for myself—my grievances are few and are largely being addressed. I bargain and, though I hope not to, am prepared to strike, to make sure that the departments of our hospital can be staffed by skilled nurses who are paid and represented well enough that their skills can be retained. Because I live here, and I am a patient as well as a nurse." **Jared Sibbitt, RN, A.L.E.R.T.**



"Nurses deserve fair and equitable wages and benefits. Nurses also deserve representation on the hospital board. Our community deserves qualified, experienced nursing care. Administration needs to address our proposals fairly so we can recruit and retain competent & qualified nurses. We

have demonstrated our ability to unite for a just cause. Now unity is the most important thing."

Mary Hinkle, RN, PTC