

We Are United for a Better Logan Health

We are standing up for safe patient care:

- * Ensuring that we have maximum staffing assignments in Medical, Surgical, 2nd floor and the clinics so that our patients get the care they need.
- * A nurse staffing committee that is representative of all units across Logan Health so that we can have a strong voice in staffing across the system.
- * A charge nurse that is unencumbered to help cover breaks, increases in census and support the units without also taking a full patient load.

BARGAINING UPDATE

Despite administration dragging out bargaining into the morning hours on Wednesday, we did not give up. We are giving them every possible chance to do the right thing and are available to bargain any day, any time. They left without another bargaining date until after the strike deadline.

We made progress in some areas but not on our top priority areas.

Administration refuses to talk about staffing and are not bringing enough on wages and recognition for past experience—and made no movement on this throughout the day. After 19 months of bargaining, administration proposed a one-year contract. We hoped that at this critical juncture in the bargaining process we would have been much more closely aligned, but management consistently shows us in their actions that they are not willing to bargain in good faith, or to agree to the standards that we need to provide extraordinary patient care.

They continue to underestimate us. Our best chance at changing their minds is our demonstration of our unity. We are standing up for our patients, ourselves, and our futures!

We have provided management every opportunity to do what's right, and management continues to prioritize profits over patient care. We want to reach a fair contract, but instead of showing up to bargain in good faith, Logan Health is spending its energy trying to break our union by intimidating and discriminating against nurses for their support of the union.

We are taking a stand to hold Logan Health accountable for continued unfair labor practices.

In order to hold Logan Health accountable for their continued unfair labor practices, such as retaliatory firing of an active union supporter, other discrimination and intimidation for protected union activity, we are firmly united together and call on the community to join us in sending a message to Logan Health to prioritize this community and its patients. Community members, faith leaders, elected officials and our entire union family have heard our voices and we have their support.

Our unity is our power. Our labor is our power as well. We are standing strong as a union and we will win a strong contract for our patients, our communities and our families.

“At first, I wasn’t on board with the union idea. Then I heard my fellow nurses’ stories of not being heard for years upon years, and, despite new leadership, nothing ever changing to address their concerns. That just isn’t right. And it’s not the way our valley is! Our valley is generous and big-hearted, God-fearing, and God-loving. We, an overwhelming majority of nurses, didn’t vote to authorize a 3-day strike only because our pay scales have been neglected — and are below standard — for the past 20 years. We are taking action to stand up for better working conditions. We are the voice for them when they are sick and cannot speak for themselves. So when administration prioritizes illegal doctor kickbacks, huge administration salaries, remodeling, costly rebranding, and acquisitions, and argue over nurses making \$2 more an hour; then, Houston, we have a problem! We will strike to show our solidarity to our fellow nurses and our commitment to optimal patient care. Administration’s bargaining team is playing games, and gambling with our ability to offer the best healthcare team possible to our community. Please pray for administration, that they will meet us halfway, see the Light, and avoid a strike.”

– Sharise Clostio, RN, Home Options





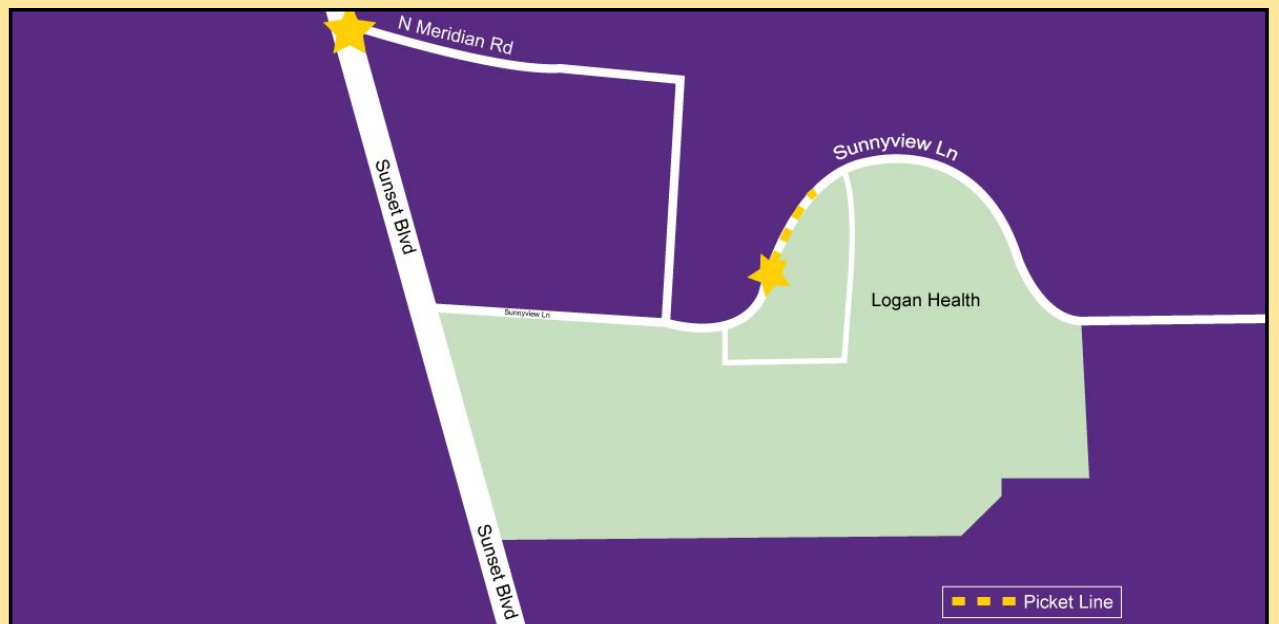
"I've been a devoted nurse at this organization for over 23 years, before the PACU I worked for Alert & in the ICU. In my years of experience I see having real transparency as a priority - especially with how we're all paid. We'll achieve that with our wage scale proposal. To me this is black & white, with how we rank in this state for pay it really comes down to not thinking of just yourself here, but asking "how is this going to benefit me and others in the long term"? Right now, we need to make a decision: is this an action I'm willing to take now that would end up benefiting me and my family and my coworkers down the road? For most of us, the answer would be yes. My department is 100% on board. I'm willing to take that action for the betterment of everybody, that's why I voted yes to strike." – **Steve Lamb, RN, PACU**

Strike Information We All Need to Know

The strike will start at 7am on Tuesday, June 1 when everyone at work walks off the units and out of the building and we all start picketing together.

We have given management an unconditional return to work starting at 7:00 am on Friday, June 4. If you are scheduled to work before 7:00 am on June 1 or after 7:00 am on June 4, you need to show up on time to your scheduled shift. Plan to come to the picket line at your work location 30 minutes prior to your shift and we will walk in together.

- * If you are scheduled to work **BEFORE** 7:00 am on Tuesday, June 1, go to work as scheduled.
- * At 7:00 am, clock out and meet together with your co-workers to come to the picket line outside of the Main Entrance.
- * Be sure to sign in and sign out every day you are at the picket line. Members who picket for 4 hours/day will receive \$40/day.
- * If you are scheduled to work before or at 7:00 am on Friday, June 4, join us outside of the Main Entrance to walk back in together. For all shifts that start **AFTER** 7:00 am on Friday, June 4, you should report to work at your regularly scheduled time.



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.

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.

STRIKE FREQUENTLY ASKED QUESTIONS (CONTINUED)

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.



Solidarity Fund

- ALL dollars donated to our Solidarity Fund will be used to assist members in paying needed bills after the strike.
- Members can request Fund dollars on the picket line starting on June 1.
- The Bargaining Team subcommittee will send out checks based on how many dollars are collected from allies, friends and members across our state and union.
- If you are interested in donating, visit www.kalispellnurses.org



scan this QR code with your phone camera to donate!



“ENDO RNs are looking forward to positive change, and in order to get that, we have all signed the ‘I’ll Be There’ petition. Not because we want to strike, but because we want staffing for our patients, retention of our nurses and competing wages. We don’t want to, but we will if we have to.”
- Digestive Health RNs