

One Day Longer, One Day Stronger

When we are united and taking action, we move management at the bargaining table toward a first contract.

May 2020 An overwhelming majority of us signed a petition calling on management to bargain in good faith and address our key issues. At the next session, management finally brought a proposal on staffing.

July 2020 We agreed on limits to mandatory low census so that we can keep our paychecks whole.

August 2020 We voted to take action up to and including an informational picket. At the next bargaining session, management finally brought a counter on wages and benefits.

February 2021 We had our informational picket. At the next bargaining session, we made tentative agreements on safety in the workplace, ensuring a process for our schedules to be posted in advance, leaves of absence and acknowledging that charge nurses should not be scheduled with a full patient assignment.

May 2021 We voted to strike and gave our 10-day notice for a three-day unfair labor practice strike. During those bargaining sessions in May, management moved on the grievance procedure, ensuring that if Logan Health is sold that our contract is recognized and in place with the new employer. We agreed on rest between shift protections, meal and rest breaks, and maintaining the Summit discount.

“We have made tremendous progress over the last 20 months. We’ll finally have a voice on the decisions that get made at Logan health. A process when we get unfairly disciplined, a wage scale and guaranteed increases. We’re still working out the details to ensure everyone gets fair compensation and credit for past experience and what our voice in staffing will look like, but in the wide lens we are making strides slowly but surely. The community is with us and now we expect Craig to join us in bargaining. Let’s make sure the Board knows that he needs to get to the table and get us to a fair contract now!”

Julie Anderson, RN, Big Sky Clinic



We formed a union to ensure that we have safe staffing throughout our system and to ensure our wages are competitive with other big hospital systems in Montana. We have continued to tell management that those are our top priorities at the bargaining table, but management continues to make small movement on wages, sending us a message that they aren’t interested in investing in nurses.

In March, our CEO announced that the Board of Trustees approved a budget that would invest an additional \$10.8 million in compensation. The proposal that management has made on wages falls significantly short — so where is all of that money going?



“Management’s proposal would mean 492 nurses would not receive a 4% across-the-board increase, but a small across the board with the rest in a lump sum bonus. We need REAL wage increases that lift our wages up so we are competitive, and that means recognizing ALL of our nursing experience.” *Lucy Van Elzen, RN, PICC*



“I would be the first to say if we were asking for the moon, but we’re not. We’re just asking for what’s fair. From 2 years ago to today the issues are the same; a voice in decisions at the hospital, staffing, and fair wages. That has not changed. Talking with all of our members that has not changed. The decision to strike is always hard but the morale on the strike line was so high because it was such a great opportunity to come together, see each other, and share stories from our various units and clinics and it has brought us closer together. We see the issues are the same across the system. Other area hospitals are settling their contracts (St. Peters and Helena) and the biggest takeaway is that their senior leadership and CEO were directly involved in bargaining sessions. He acknowledged the increase in cost of living and our essential role in the community and during the pandemic, and the relationship he is forging with his nursing staff is an example Logan Health should be following.” *Jessica Dahlman, RN, Same Day Surgery*

Recent Press



US news **‘People are so burned out’: US essential workers struggle as restrictions lifted**

Workers fight for permanent improvements to wages and benefits as many are concerned about safety and angry over working conditions

Michael Sainato

Sun 13 Jun 2021 05:00 EDT

“People are so burned out,” said Donna Nelson, a nurse in the behavioral unit at Logan health center in Kalispell, Montana, in regards to staffing issues that have persisted through the pandemic as workers are constantly being asked to come in to cover shifts. “It feels to me there’s absolutely no intention of taking care of nurses during the pandemic, who are the boots on the ground taking care of these people. And then it shows very much at the bargaining table, because they don’t want to do anything different than they’re already doing.”

Nelson is one of 650 nurses at her hospital in Kalispell, Montana, who are currently fighting for their first union contract, represented by SEIU 1199NW. They recently conducted a **three-day strike** in early June. She explained through the pandemic the understaffing has prevented nurses from being able to take breaks or go to the bathroom, while concerns with having adequate personal protective equipment, reusing masks, and worrying about the virus or having to take time off or cover shifts due to exposure are still constant concerns.

“We want to be able to provide the best care for everyone, but we have to be able to take care of ourselves and that is not happening,” added Nelson.



Nurses Seeking to Sever Union Affiliation Withdraw Petition Due to Insufficient Signatures

Group plans to collect more signatures in effort to re-file; bargaining team nurse says “any attempt to divide us against each other won’t succeed because our union is here to stay”

BY MYERS REECE
JUNE 15, 2021



Union nurses across Montana are settling contracts



Helena-Area Nurses Sign 3 Year Contract With St. Peters Health

By SHAYLEE RAGAR • JUN 9, 2021



Helena-Area Nurses Sign 3 Year Contract With St. Peters Health

The Montana Nurses Association and St. Peter's Health based in Helena have ratified a collective bargaining contract for more than 300 nurses in the area.

Nurses with Local Unit 13 agreed to a three-year contract with St. Peter's Health with an average yearly wage increase of 5%.

