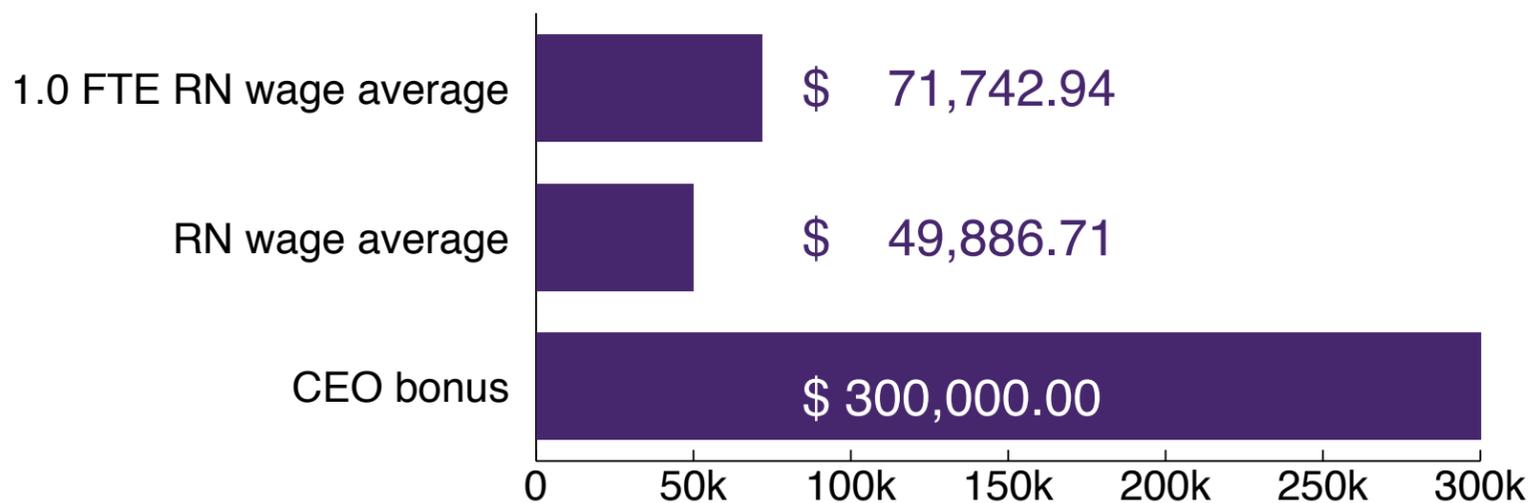


# IT'S PAST TIME FOR MANAGEMENT TO INVEST IN FRONTLINE NURSES

## WE CONTINUE TO MAKE PROGRESS TOWARDS A FIRST CONTRACT

We formed our union because we wanted to make sure we have safe staffing and a strong voice in how staffing decisions are made. We also know that one way to ensure that we have enough nurses to take care of our community, that we need to lift wages to be competitive. We have continued to make progress on staffing—we even have a new tentative agreement on a staffing committee. Unfortunately, management continues to propose their same wage scale, which would leave Logan Health nurses behind our colleagues at other major Montana hospitals.

We're continuing to stay united to demand a wage scale that will recruit and retain top-quality nurses to our hospital. Logan Health management has told us at the bargaining table that they simply can't afford what we're asking for. But we know that's just not true. Logan Health spent **\$2.95 million on travel nurses** during fiscal year 2020. And during that same time, **CEO Craig Lambrecht received a \$300,000 bonus**—that's about four times what the average full time Logan Health nurse earns in a year. If Logan Health management can afford to pay millions to out-of-state workers, and give CEO Lambrecht a lavish bonus, why can't they pay competitive wages to the frontline nurses who care for our valley?



- CEO bonus is for the year ending March 31st, 2020 (FY 2020)
- RN wage average is for all bargaining unit RNs
- FTE RN wage average only includes RNs working a 1.0 FTE, or full time.

## NEW TENTATIVE AGREEMENTS:

- Recognizing our union is here to stay with access to premises and meeting space
- A staffing committee where we can meet with managers to have a strong voice in staffing decisions across Logan Health
- Per Diem Review - After a year of working a regular schedule, Per Diems can request to have their hours be posted.

Next bargaining session is on July 27th

“Management does not want to give RNs year for year credit for RN experience. In my 24 years as a RN, I have always received credit for ALL of my experience. Every nursing position I’ve had increased my clinical knowledge base and improved my nursing skills. To not give full credit for RN experience is an insult to our profession.” **Julie Anderson, RN Big Sky**



“Wages and premiums are a direct reflection of an organization’s commitment to recruiting and retaining the highest skilled, highest educated and most well-rounded nurses available—the type of nurse you would want to take care of you and your family. Wages also speak to acknowledgment and an understanding of the cost that the employees must bear to live in the community in which they provide care.

Without wages that can compete with Missoula, Bozeman, Billings and Spokane, nurses will continue to leave to travel in search of a livable wage that allows for work-life balance. The community will pay the price of this continual departure.

Logan is currently 10.93% below our competitors’ wages, and admin’s offer of \$28.50 would pay the same as RNs in Cutbank, Shelby in Conrad. Logan RNs are not asking to be the highest-paid RNs in the state, but we are asking to be recognized for the critical work we do and compensated as such.” **John Fitch, RN PACU**

“When Logan Health management states that it is their desire to “be the best”, how can that be their genuine goal when they don’t want to acknowledge a nurse’s external years of experience at 100%, giving year for year credit for prior experience that we have brought to this facility? All nurses build their careers based on clinical and practical experiences while gaining skills. We have all graduated from accredited nursing programs, taken the NCLEX-RN, fulfilled state required educational requirements/CEU’s to maintain our licenses, gained specialized training/certification in various areas of nursing. We are expected to be managers in clinics to leaders on inpatient units, all requiring us to use critical thinking skills, perform coordination of patient care, provide communication with teams of realms of healthcare professionals and families. We implement infection control plans and intervene in emergencies to save lives, no matter what area we are working in. We are expected to be the voice for our patients, families, coworkers, why should Logan Health take away our voice by retaining the right to evaluate and weigh our external experience when it comes to giving us year for year credit for our past nursing experience?” **Sue Sweigert, RN Eye Clinic**



## STATUS QUO MEANS WE CONTINUE TO RECEIVE MERIT PAY

As we continue to negotiate our first contract, management must maintain status quo. That means that everyone continues to receive merit pay increases until we reach a new agreement. If you don’t believe you have received your merit pay increase, talk to your bargaining team member.

## MEDICAL DEBT AND COLLECTIONS SURVEY

We want to be sure that anyone who has received care at Logan Health is afforded the opportunity to have an affordable payment plan for that person’s medical bills. We have heard many stories from nurses that they were sent to collections before receiving the bill. Please take our survey and share your story.

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