

Not Backing Down Now: We're Committed to Our Fight for a Fair Contract

Our priority in bargaining is to settle a contract that gives nurses a voice in patient care. During a previous bargaining session, we made a big counterproposal on wages and duration of the contract in order to move closer to an agreement — we went to an across-the-board right away, delaying the wage scale until next year and moving to a two-year contract. Unfortunately, management did NOT move on their proposal and continues to propose a one-year agreement.

This week in bargaining, we made proposals on healthcare. Specifically, trying to minimize the increased cost of healthcare for employees plus children if we move to the non-union plan.

But management continues to stall. We will continue our fight to settle a contract with a wage scale that shows transparent wage increases.

We need to continue to take action in order to move management to do better, to put more money on the table, agree to a two-year agreement and to make sure that our wages are competitive with the other big Montana hospitals. Management has spent close to \$3 million on traveler nurses. We need management to invest in Kalispell nurses.

Talk to your bargaining team member about our action plan to make sure Logan Health invests in frontline nurses.

How do our wages stack up to our competitors?



We need to be able to recruit and retain nurses. We are constantly short staffed and regularly receive texts from supervisors begging us to come in to work an incentive shift. We are currently one of the lowest paid nurses in the state compared to other hospitals that are similar in size.

Providence St. Patrick Hospital in Missoula
34.03% higher premiums/differentials
14.14% higher wages

Community Medical Center in Missoula
20% higher premiums/differentials
12.31% higher wages

St. Peter's Health in Helena
10.42% higher premiums/differentials
13.46% higher wages



Billings Hospital
25% higher premiums/differentials
10.93% higher wages

Bozeman Health Deaconess Hospital
Currently negotiating new terms
-19.17% lower premiums/differentials
10.93% higher wages



We no longer have confidence in our CEO's ability to create a "New Day" at Logan Health.
Sign your name here: <https://1199nw.org/37pOKWK>
or scan this QR code with your phone camera



"It's coming down to the nitty-gritty and we need to decide — will we accept what they will give, which is not much, or will we fight to get more, what's better for all of us? I vote fight!" *Jan Mueller, Home Health*



"Friends, it's this simple: United we bargain, divided we beg! It's time to ask yourself what side of this story you want to be on."
Jessi Zillner, 1st Floor Med/Onc



"Now is the time for all of us to ask ourselves, 'What am I willing to do?' Our strength is in our numbers. When we stand together, we send a powerful message to administration that we are NOT going away, that we will stay and do what it takes to win a strong contract. Little participation = weak contract. Robust participation = strong contract. Your bargaining team is here for YOU, we need you to show up for all of us! We MUST stand together." *Pat Fogleman, Logan Health Oncology & Hematology Infusion Center*



"Bargaining is taking a lot of time. Today we took about 30 minutes to decide our proposal changes. We passed it to administration at 2:30 and didn't hear back from the mediator until approximately 5 pm. Sometimes our proposals take a lot of discussion too, as there are 10-15 members and departments to weigh in, but not nearly 2.5 hours." *Kim Paulsen, IMC*