

VICTORY! OUR UNITY MEANS A NEW CONTRACT AND A BRIGHTER FUTURE.

When we take action together, we win. We formed a union to have a voice and be able to advocate for ourselves, our patients and our community. Over the past 22 months, we've filled out bargaining surveys, worn stickers, marched on the boss, held an informational picket and cemented our unity with a three-day unfair labor practice strike.

Our actions and unity made the difference in winning a first contract with Logan Health that will continue to move us forward. And now we have overwhelmingly voted YES to ratify our new contract.



What's in our new contract?

Fair Wages	<ul style="list-style-type: none"> 7% across-the-board increase upon ratification for all nurses. If you have already received your merit increase, you will receive the difference to total 7% (this includes nurses who received their merit as a lump sum bonus).
A Wage Scale that respects our experience	<ul style="list-style-type: none"> A New Wage Scale begins on July 3, 2022 Starting on July 3, 2023, and every year after, all nurses will progress up the scale on July 3. Each employee will then be placed on the step that most closely corresponds to the pay rate, rounded up to the nearest step. Each employee will then receive, if warranted, an additional pay adjustment to correspond with the employee's completed years of experience. Experience Credit Review: Nurses can request to have their experience reviewed. Nurses shall receive year-for-year credit for all RN experience and 2:1 for LPN and Paramedic Experience. Nurses who currently work in Anesthesia North, Surgery SRV North, Surgery Endo North, and CT Scan North may choose to transfer to an RN Staff Nurse job and move to the higher pay scale. He/She will be subject to the same work hours, on-call, weekend/holiday expectations as the OR RNs. These nurses can make this switch up until October 31, 2021, and then must follow the normal job posting process after October 31, 2021.
Increases to premium pay	<ul style="list-style-type: none"> Lead Premium: \$1.75/hour Increase Night Shift differential to \$3.25 Preceptor Pay: Increased to \$2.00 NEW OR Medtronic Navigation: \$2.50 for all hours worked Brendan House Direct Wage Incentive: The hospital will continue the current practice as long as it's provided by an external party. Certification Pay: Health Center nurses will continue to receive \$0.25 for ACLS and \$0.25 for PALS for the life of the contract or until they receive a certification. A cap on mandatory low census: We cannot be mandatorily low censused more than 120 hours in a 12-month period and no more than once in any work week. Safe Pay: Maintaining Safe Pay for Surgical Nurses. Starting on 1/1/2022 Cath Lab/IR will be eligible for Safe Pay. Maintaining Premium Pay: Nurses who must stay beyond their normally scheduled shift are paid time and one half for all hours worked after their shift.
Respect for our organization	<ul style="list-style-type: none"> Fair Share Union Shop: All nurses pay their fair share to our organization. New Employee Orientation: We have time on the agenda to welcome new nurses to Logan Health and talk to them about our union and our contract. Progressive Discipline: We eliminated the points system and now discipline must be based on just cause and be progressive. If we don't agree, we can file a grievance. We also have the right to have a delegate come to the meeting. Grievance procedure: Real process to resolve contract issues, with arbitration. Access to premises and meeting space: We can use meeting space on campus. Bulletin boards: We can have a union bulletin board in every department to post union information. Successorship so that if Logan Health sells our contract remains in effect.
Protecting our Healthcare	<ul style="list-style-type: none"> Moving to the non-union healthcare plan. Nurses who cover employee plus children on the current plan will receive a monthly subsidy of \$35 to offset the increased premiums of moving to the new plan. Prohibition on collections: No later than 90 days after ratification, nurses shall be mailed information describing their rights to request a payment plan. Employees who agree and comply with the payment plan will not be subject to collections. We will also receive no less than 3 statements prior to being sent to collections.

ETB/CIB	<ul style="list-style-type: none">• We will negotiate over any changes to ETB that happen during the life of the agreement.
A Strong Voice in Staffing	<ul style="list-style-type: none">• Nurse Staffing Committee: We now have a committee of 12 frontline nurses and 10 members of management to discuss staffing across Logan Health.• Floating language that defines how nurses are oriented to a unit. We will also prioritize being floated in our clinical groupings before being asked to float outside of our clinical groupings.• NEW Resource Nurses who are trained and competent to float. Resource Nurses are full-time employees.• Resource Nurse 1: Competent in Med/Surg and Post-Partum. Will receive \$2/hour• Resource Nurse 2: Competent in Med/Surg, Post-Partum and two of the following: PICU, NICU, IMC, ICU, and ER. Will receive \$3/hour• Resource Nurse PRN: Will receive 18% PRN Premium.• Outpatient Resource RN: Competent in all outpatient areas and clinics. Will receive \$2/hour.• The Charge Nurse will not have a regular patient assignment.• Nurses won't be scheduled shifts that provide for less than 9 hours' rest between shifts. Nurses can decline shifts that do not allow for 9 hours' rest between shifts.
Improving Call	<ul style="list-style-type: none">• Maintain on-call pay at \$4.00/hour and \$6.00/hour for Surgical Services and Cardiac/IR.•• Callback: Nurses shall receive time and one half for a minimum of 2 hours when called back. The minimum callback hours include 1 hour of travel time.•• Excessive Heart Team Call: Nurses employed at time of ratification who take more than 50% of the call on the heart team will continue to receive a \$500 bonus.•• Rest between Shifts for Callback: Nurses who work more than 2 cumulative hours in callback between 12 a.m.-7 a.m. can elect to go home until she receives 9 hours rest between shifts.•• Health Center and Endoscopy nurses will not be required to take call for the Hospital OR.•

WHAT’S NEXT?

- The contract documents will be carefully reviewed, signed by both parties and distributed as both print and electronic copies when complete.
- Talk to a member of the bargaining team to become a member of our union! Or join online at joinseiu1199nw.org



“We are looking forward to working alongside management in the newly created Logan home health and hospice staffing committee. Our goals included the retention of the quality nurses we have, preventing burnout and demonstrating to our fellow nurses how valued they are. The mental, physical and emotional health of our nurses is as important as it is for our patients. Helping create a positive work environment where reasonable expectations exist will create a sustainable work/personal life balance.”

Aimee Abbott, Home Options



“I am so grateful for our new first contract! It will open so many doors to build better relationships with management, it established a good foundation for new hires and offers better wages for living in the Flathead Valley. Today is a new day and we will build something new together!”

Donna Nelson, Behavioral Health



“I’m excited the contract negotiations were successful and I look forward to working with management and staff to improve patient care and attract new nurses to the area.

Maureen Rush, Home Options



“Ratifying the contract was a first step to new beginnings. Nurses voices being at the table where decisions and brainstorming happen is one of the best ways to show how we (nursing + management) are better together. Our staffing committee, covid committee, labor management committee will be great with all voices being heard. Creating this fair and transparent contract is so beneficial to creating a culture where nurses who work on the ground can work with management in a way that we all succeed through communication and a little give and take (bargaining). Let’s make this place a great place to work for all.”

Tara Lee, Pediatrics