



Our Contract is Ready and Printed!

Join us for a contract hand out celebration! Come get a copy of your contract and ask questions. We'll have snacks! The date and location for distribution will be announced soon.

Implementing our wage scale: Recognizing our Credit for Experience

Did you receive your credit for experience letter from HR? In our contract they agreed to provide 1:1 year credit for all nursing experience and 2:1 credit for LPN/Paramedic experience.

Make sure that if you don't agree with the amount of credit for past experience they gave you, request an audit by 2/15/22.

Management will meet with nurses by March 15 to review the request.

We are enforcing our contract and winning!

We formed a union to have a voice at work and the ability to fight back if something happens that we don't agree with. One of the tools we have in our new contract is a grievance process. This allows us to raise issues with management that we think are wrong — either a contract violation, an unfair discipline or the wrong application of a policy. We have been filing grievances to enforce our contract and have been winning on those issues.



“Taking action gets results and I won my grievance! I had concerns about the excessive missed communications housewide since we are unable to access work email, I felt it affected employee morale and we were finding word of mouth more reliable, which seems a hazard to business. Employees were affected in different areas, so I emailed Administration to voice my concerns. Instead of resolution, they attempted to discipline me. Because we're part of a union, we're protected against unfair disciplinary action. A fellow nurse accompanied me to my meeting, recorded, asked clarifying questions and provided general support. It was a relief not to be alone when meeting with HR/administration.”

Kim Paulsen, RN, IMC

Our Labor Management Committee and our Staffing Committees are starting soon. These committees allow us to raise issues that are happening at work and the ability to work with management to resolve them. We have some open positions on the Staffing Committee. If you are interested, please tell your delegate!

Keeping our union strong

We have trained 21 new Delegates! If you have any workplace questions or concerns, take them to your delegate to help problem solve!

ICU: Sarah Shanklin-Johnson

IMC: Margaret Swain

IMC: Kim Paulsen

PACU: John Fitch

ER: Pete Arnold

Pathways: Donna Nelson

Pathways: Lori Mitchell

NICU: Karen Rupp

OB: Kathleen Matchett

OB: Jeanette Luka

Pediatrics: Tara Lee

Pediatrics: Rhonda Franey

1st Onc/Med/Surg: Jessi Zillner

3rd Medical: Angel Garrido

Home Options: Jan Mueller

Hospice: Aimee Abott

Brendan House: Debbie Hawe

OR North pre-op: Michelle Brist

Pre-Anesthesia Clinic: Jessica

Dahlman

FVO/Outpatient Surgery

Center: Lynette Zavodny

LH Heart and Lung: Kayla Cole



“I just finished my Delegate training and I’m so excited to provide support to my co-workers! I chose to become a delegate, which is a voluntary position, to support nurses when facing disciplinary action and to file grievances, to uphold our contract, listen and hear what’s important to them and stand in solidarity to make our union stronger. If you think you may be facing disciplinary action, contact one of our delegates, invoke your Weingarten Rights, and know that you have YOUR representative at your side. I’m proud to be called a DELEGATE!”

Donna Nelson, RN, Pathways

COVID-19 Vaccine Mandate- What does it mean for us?

- Nurses will get paid for receiving the vaccine on work time.
- Nurses who have to call out sick due to side effects from the vaccine will be recognized as a COVID-work related illness and will be paid for missed scheduled work time.
- Nurses who have a medical or religious reason for not getting the vaccine should apply for an exemption.
- Nurses who have applied for an exemption and are denied shall be allowed to appeal the decision by providing a written explanation for why the exemption should be reconsidered.
- Any nurse who has not received the vaccine or an exemption by the due date will be placed on an unpaid leave of absence (duration to be announced) until he/she receives an exemption or the vaccine.
- If a nurse is terminated for not receiving the vaccine or exemption, they shall have preference for the next open position over other candidates, if the nurse receives the vaccine or exemption within the next 6 months.

Talk to your delegate or organizer if you have questions about the mandate.

Are you a member of our union at Logan Health?

One way to make sure Logan Health remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member.

You can join SEIU Healthcare 1199NW by filling out an electronic card!

joinseiu1199nw.org



scan this QR code with your phone camera to become a member!

