

Taking action gets results; We won credit for experience.

Because of our unity and collective strength, we won a contract that guarantees respect for our experience. For years, nurses were hired on with Logan Health and denied credit for their valuable experience in nursing. That's why we joined together to hold management accountable and ensure that every coworker is made whole based on our years of experience.

We fought for and won:

- 1:1 RN experience credit
- 2:1 LPN/Paramedic experience credit
- Beginning in July, more than 100 of us will be placed on a higher, corrected step on the wage scale

Without our unity, we wouldn't have a voice at the decision-making table. By working together, we ensured that our experience is respected. Management just finished the audit of nurses' years of experience. Over 132 nurses challenged their experience and were given the right amount of credit and we did not exceed the \$200,000 that was set aside to bring nurses up to their current years of experience.



"While bargaining with administration, it became clear that credit for experience was important to us as nurses. However, when many of us were hired, they did not consider prior experience when setting our wages. As a union, we fought HARD to have this included in our contract and we WON! We all deserve to be recognized for our years of dedication and service to our patients, families, and our community."

- Karen Rupp, RN, ER

Holding Logan Health accountable:

We've made some improvements to management's self-scheduling proposal, but more work remains to be done. We can take action to hold management accountable on many issues, including hours and scheduling. Management is moving to a self-scheduling staffing process. Nurses have many concerns with this change, including worries over seniority, vacations, and the viability of this self-scheduling. Because we have a contract, we now have a voice in this change. We met with management to give them input with a list of questions and concerns.

Here are items we are still working on:

1. The trial period/satisfaction surveys occur in 6 months;
2. Survey questions are worded in cooperation with the union;
3. The surveys are TRANSPARENT and directly shared with union;
4. Since nurses are taking on additional responsibility with staffing, a certain amount of paid time each scheduling period should be allotted for scheduling;
5. We are still working on scheduling seniority; it needs to be department seniority, not house-wide seniority;
6. We are determining how self-staffing will impact Kid Kare, since it's currently scheduled on block schedules.

Here are some of management's agreements so far:

1. Currently approved time-off requests will be honored;
2. LH agreed to provide feedback and outcomes on the new process, vs. block scheduling;
3. The Labor Management Committee will develop guidelines to develop a MOU for house-wide vacation requests;
4. The Nurse Staffing Committee meets every other month, where scheduling issues and concerns will be discussed.

We're continuing to win grievances by enforcing our contract

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 many issues.

Our Covid MOU provided administrative pay to over 100 nurses, all of whom contracted Covid at work. Unfortunately, four nurses were exposed to Covid in the workplace and were forced to use their ETB and CIB to cover their illnesses by management. Each member filed a grievance and, after showing overwhelming evidence that they contracted Covid at work, management agreed to return their ETB/CIB and will pay them Covid administrative pay for their entire illnesses.



"I was diagnosed with Covid-19, due to a work-related exposure. I had to deplete my personal ETB & CIB balance. Our union helped me fight for administrative pay and restoration of personal ETB/CIB balance. WE WON! Together we rise. Stand up for what you think is fair. Know that you are supported!"

- Kathleen Matchett, RN, OB

Fighting for our staff and patients: Ongoing committee work

Our committees are guaranteed by our union and give us a voice in our working conditions and a means of fighting for our patients.

Our first Labor Management Committee meeting is on March 29th!

The LMC is a powerful committee where nurses are on level ground with management. We will work together to address all concerns that are work related, such as discussing recruitment and retention, staffing issues, workplace safety, and helping members with any concerns. The LMC also oversees and coordinates the work of the Nurse Staffing Committee (NSC). The first plan of action for our LMC is to create a fair and equitable house-wide Vacation Request MOU.



"I am excited to be on our Labor Management Committee, where nurses will have a strong voice to discuss work concerns. I feel that healthcare in the Flathead Valley works best when administration and the staff that perform direct and indirect care of patients, collaborate to find industry leading solutions. By working together, it will allow us to become the premier hospital in Montana as well as a continuing to be a hospital that employees want to utilize for our own family healthcare."

- John Fitch, RN, PACU

Nurse Staffing Committee

Part of our strike was fighting for and winning a staffing committee. Our NSC gives us the ability to bargain over staffing levels and address staffing concerns. Before winning this in our contract, nurses didn't have a say in any staffing issues. Now frontline nurses can have a strong voice and fight for safe patient care.



"In our contract, we won the right to create a nurse staffing committee. We asked management five times for a date for our first meeting. We weren't getting any response, so we decided to do an action. We wrote a letter, marched on management and were given multiple dates for our first meeting! When we all unite together, we move management!!"

- Lori Mitchell, RN Behavioral Health



What is the Nurse Staffing Committee?

A Nurse Staffing Committee (NSC) shall be established to discuss and review staffing concerns and solutions.

The NSC agenda shall include current staffing issues and the following standing agenda:

1. Recruitment and retention
2. RN resident and preceptor status
3. Resource pool status
4. Unit staffing metrics
5. Units of concern
6. Problem-solving and recommendations
7. Provide input and review the new API Patient Classification - Acuity Tool and discuss any potential staffing issues that may arise as a result of using the acuity tool (if management implements this tool)

Let your delegate know if you'd like to join this powerful committee and have your voice heard!

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!

