

Safe Staffing Saves Lives!

Sign our Safe Staffing and Retention Bonus Petition!

We come into work every day seeking to provide quality care to our patients. Unfortunately, poor staffing levels sometimes leave us scrambling to ensure the quality of care our patients deserve. The pandemic has made this problem worse, and we need management to do everything possible to recruit and retain staff.

We are all signing a petition to put in place recruitment and retention bonuses and incentive pay for additional shifts. Other hospitals in Montana and across the US are handing out incentive pay, retention bonuses, and recruitment bonuses.

- ✦ It is very expensive to keep hiring and training new nurses and to hire travelers to cover open shifts. It's a lot more cost effective to retain all the great nurses working at Logan Health.
- ✦ Governor Gianforte is offering bonuses to out-of-state RNs. What is Logan Health willing to do to reward nurses who already work here and are part our community?
- ✦ Preceptors are training so many new nurses that they are getting burned out.

The petition will close May 20, 2022.

"It would bring me great joy to see our nurses rewarded for staying at Logan Health. People with roots here are worth investing in." - **Pete Arnold, RN ER**



Sign the petition!

<https://1199nw.org/3Ex5QSB>



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!



Helping Hands

My name is Donna Nelson. I am a delegate and an Executive Board Member in our union. It has come to my attention that we have a member in need. I have received permission to share her story with you.



Elizabeth "Beth" Angermeier has been a nurse for 24 years and a Behavioral Health nurse at Logan Health for the last 6 years. In October 2021 she noticed some nodules in her left bicep, left back, right thigh, and swollen lymph nodes in her right axilla. After biopsy it was determined she had Squamous Cell Carcinoma. Unfortunately, this did not come as a surprise to her. A PET scan revealed that she had metastasis to her brain, lungs, lower colon, bicep, bilateral elbows, and numerous subcutaneous nodules. Beth has endured and recovered from Cancer in the past. She has been diagnosed with Basal Cell Carcinoma x 6 and Melanoma in 2014. January 2022 started a rigorous oncology treatment plan for the diagnosis of Stage 4 Metastatic Melanoma. To date she has completed her Immunotherapy, as well as Sterotactic Radiographic surgery to the lesion in her brain and bicep. Of course, you can imagine the side effects and many missed days of work. Her Earned Time is all but depleted as well as her CIB after a hip

fracture and Covid rule outs and having the actual virus. She continues to work as she can and is the sole supporter of her daughter and 2 grandsons (who have their own medical needs).

What a tragedy this must be for her. I share her story with you today in hopes that we (the members of our union) can rise together to help one of our own in their time of need. In our contract we won the right to donate ETV directly to a fellow nurse instead of the current policy of monies going into one large pot and management deciding who should receive assistance.

So today I am asking if each nurse in our bargaining unit can donate 1 hour of ETV directly to Beth. It would significantly decrease the financial burden she is under and allow her to focus more on her treatment. If you would like to support Beth in her time of need, you only have to email HR4U.org and indicate the number of hours you would like to donate to Beth. There is no form to fill out currently. Your email will serve as written notice of the donation. It will take 1-2 payroll cycles for the donations to be transferred.

**To all those who help support our nurses in need –
THANK YOU!**

If you know of a nurse in need, please reach out to your Delegate or our Union Organizer, Julie Anderson, so we may support each other in our Union Family.



Labor Management Committee

With the ratification of our Collective Bargaining Agreement (CBA) on Sept. 16, 2021, we were able to secure language where management and the union would be able to work together on an equal playing field to tackle issues facing us today. Our first meeting included the Federal Mediation & Conciliation Services presence to establish a harmonious working relationship with management. This proved to be very successful as evidenced by the improved communications in our second meeting.

What is a Labor Management Committee?

IS

An attempt to improve the relationship between Labor and Management.

A way of dealing with workplace problems directly and effectively.

A continuous often uphill process.

Jointly determined by labor and management.

An extension of the collective bargaining process.

IS NOT

A quick fix for workplace problems.

The solution to all workplace ills.

Going to work overnight.

A concession by either side.

A substitute for bargaining.

As an Interest Based Problem Solving Process we use the tools of issues, interests, options, standards, and solutions to jointly work with management to solve the issues that affect both the union and management. You may receive text, emails, and face to face interactions while your union committee members collect data to aid in the decision-making process.

Please communicate with your committee members your feelings, insight, and concerns to help us build a strong foundation for our union, improved working environment in our hospital, and the best possible outcomes for our community and peers. Reach out to any member of our committee if you have any questions or concerns you would like addressed.

Our Co-Chair is John Fitch, RN, who has been with Logan Health since 2015. John has worked in the ER, PACU and has participated in the union/bargaining process since the beginning. He is also a Delegate for Surgical Services.

Committee Members:

Patricia Fogleman, Outpatient Infusion

Sarah Shanklin-Johnson-ICU

Amber Hewitt, Preop North

Donna Nelson, Pathways

Jeanette Luka, OB

Kim Paulsen, IMC

John Fitch, PACU

Kathi Kraemer, Wound Clinic

Tara Lee, Pediatrics

Angel Garrido, 3rd Medical

“The Labor Management Committee provides nurses a monthly opportunity to meet with multiple levels of administration, face to face. I want to maximize this opportunity. If any nurse has any issues, please feel free to contact me and I will do my best to use this committee for positive changes.” - **John Fitch, RN PACU**