SEIU Healthcare 1199NW
United for Quality Care

Logan Health
August 12, 2022

Taking action gets results!

THE ROADMAP TO OUR RETENTION BONUS

Leaders of our union met to discuss many issues revolving around the current state of things at Logan Health. We were focused on certain specifics: short staffing, the effects of the COVID pandemic and the vast number of nurses leaving Logan Health in search of better working conditions and better compensation. We also talked about the number of travelers that are now employed by Logan Health. We brainstormed and decided that retention bonuses may help with the issues above.

1 Starting Line:

We noticed hospitals in Montana and across the country were giving their RNs retention bonuses. They wanted to show appreciation to all their frontline nurses who worked through the pandemic.

2 Preparation:

Our union leaders decided that a petition for safe staffing and retention would be a good start.

3 Take Action/ Solidarity:

The majority of RNs at LH signed our safe staffing and retention bonus petition.

4 Communication:

During our Nurse Staffing Committee meeting, the petition was presented to the CNO. Initially the response from management was "retention bonuses don't work." We continued to press management to meet with us to discuss retention bonuses, but they kept refusing.

5 The Win:

On July 29, 2022 management announced retention bonuses. Although there are questions and concerns over the amount, timing of payments, and duration of the contract, this is a huge WIN for us!

Without our collective persistence and solidarity regarding this matter, a retention bonus would have never been considered. Not only is this a win for our union family, but many non-union members are also reaping the benefits of our work. Retention bonuses were also offered to Mental Health Specialists, RTs, Social Work, Surgery, Radiology, and Lab Techs. Not only have we made history by forming our union and winning a strong first contract, but now we are working to make changes that benefit our lives as healthcare workers and the lives of the community we serve.

This is not the end of our roadmap. We will continue to carve a new frontier for our members of SEIU Healthcare 1199NW that promotes economic, climate, and racial justice for all.

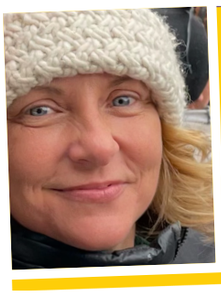
"Solidarity in our union brings great rewards. With our Safe Staffing Petition, we marched on the CNO and management now acknowledges the value nurses bring to the table. We have made history again with management's offer of our very first retention bonus ever! Although there are still issues to be worked through, this is a HUGE WIN for us! As we continue forward with this and other issues, we must remember, together we are stronger. Stay union strong."

- Donna Nelson, RN, Behavioral Health

Implementing our new wage scale

Our goal for our wage scale was to ensure that nurses were paid based on years of experience and that there was transparency and equity for all of us. Because hiring and pay was all over the place, we didn't know how many nurses were not being paid based on years of experience. Some nurses have not historically been paid fairly and they received a big pay jump when the scale was implemented. Other nurses were already at an equitable wage and didn't receive a large amount. Going forward we will be on the same wage step scale and we will continue to negotiate higher wage steps and across-the-board raises with every contract.

- **Average raise: $1.42**
- **Percentage of average raise: 4.04%**
- **Number of RNs who received raises: 588**
- **Percentage who received raises: 94.23%**
- **Highest raise: $8.23/hr**



"I've been a nurse 29 years and finally, thanks to our collective action, I am being compensated at the appropriate wage for my experience. I'm thrilled to receive the extra money in my paycheck but at the same time frustrated that the hospital did not fairly compensate me for the last eight years. My paycheck is tangible evidence of how our unity has forced the hospital to treat its nursing staff fairly and consistently."

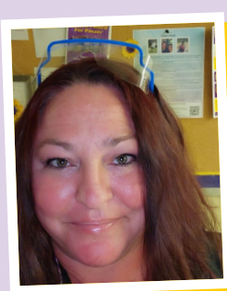
- Denise Lasalle, RN, Home Options

"When I received notification last year that I was recognized as having zero past experience, I was beyond shocked. I completed a credit-for-experience audit in March and my past experience was reviewed. On July 12th, I received a letter stating my wage scale adjustment had been approved and I finally received credit for my experience! This only happened due to our collective bargaining agreement between our union and LH. We have each others' backs and for that I am thankful!"

- Pat Keane-Richmond, RN Navigator FHC Primary Care

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 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 we have been winning on those issues.



"I was forced to move my regular shift to cover the Memorial Day Holiday. Even though I worked on the holiday, my coworkers and I did not receive holiday pay. We contacted our immediate supervisor who was unsuccessful in correcting this error with the payroll department. We turned to our Union Delegate, Donna. Through a grievance, she was able to enforce our contract language and we won our holiday pay rate! The hospital HAD to listen to us and follow the contract. Many thanks to Donna and our union."

- Kelly Pauly RN Behavioral Health

Please Join Us in Supporting the Fitch Family

MEAL TRAIN

Scan QR Code or Sign up at:

1199nw.org/3NmmczU

DONATIONS:

There is an envelope at the OR Charge desk where we are collecting donations for the family during regular hours.

You can also venmo a dontation to Ashley McAllister at @Ashley-McAllister-1 using the QR code