

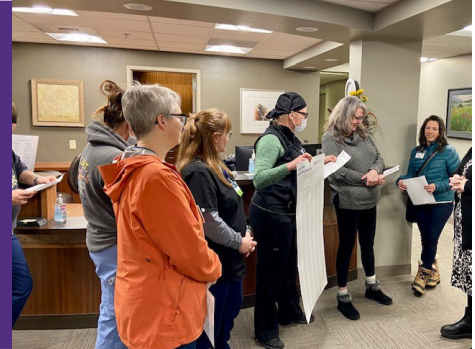
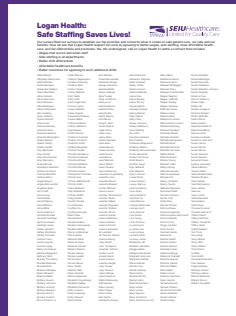
We're united for safe staffing

We don't have enough staff, and something needs to change. We know what we need to do to recruit and retain nurses, and we made that clear on the first day of bargaining. We gave all of our proposals on day one, impacting wages, premiums, health insurance, and staffing.



"The first day of bargaining, we made a wage proposal that would meet a nurse's cost of living needs to stay working at LH and/or to recruit nurses to our hospital. We clearly explained the choice many nurses are facing - staying or leaving. We explained that many nurses were waiting to see the outcome of this new contract before they made their decision in hopes management would understand the difficulties nurses are facing financially. Through our collective action as nurses, we will need to all rise up and show management that a living wage increase is necessary to retain our nurses." - **Sarah Johnson, RN ICU**

Unfortunately, management didn't present a proposal on wages and other key issues at our meeting last month. As workers, we showed unity by signing and delivering our Safe Staffing Solidarity Petition on January 31st.



Our unity moved management to finally bring an economic wage proposal to the table on February 7, which is a positive step. However, management's proposal isn't where it needs to be to fix our staffing issues.



"Last fall, we requested to open bargaining specifically for wages and management decided they wanted to bargain the whole contract. We agreed and provided them with ALL our proposals the first day of bargaining. They said they would bring an economic counter back the next session and they did NOT. We don't want to be bargaining for another 2 years, so now is the time to show our solidarity because we have the power when we stand together!" - **Jan Mueller, RN Behavioral Health**

	Union	Management
Wages	2023: 30%; 2024: 6%; 2025: 6%; one unified wage scale	2023: 5.1%; 2024: 3%; 2025: 2%; same arrangement of inpatient and outpatient wage scales
Health insurance benefits	Lower annual deductibles, out of pocket maximums, co-insurances and co-pays; requirement that management bargain any additional changes	No changes to current plan
Mandatory low census	Agency staff are low censused before staff nurses; on-call after low census is voluntary	Management can low census RNs more than once a week
Overtime	Overtime based on shift as well as a 40 hour work week	No changes to current overtime rules



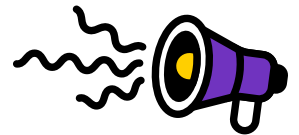
It's extremely disappointing to have received a wage counter that doesn't even match the last two years' inflation rates. If you were questioning how serious LH is about retaining their nurses, the disheartening answer is in their proposal. We need to negotiate a new contract that improves wages, working conditions, and staffing!

We also held a 'sticker up' action which got quite the response from management. Management asked us to take our stickers off, which is protected by labor law.

Your rights at work:

Do I have the right to wear union insignia, campaign slogans, stickers and buttons at work? YES!

Because we are part of a union, we have the right to wear union pins, stickers, insignia, etc at work. If management asks you to take off stickers, buttons, and other items, take them off and notify your union delegate immediately. Let them know who demanded that they remove the item, what was said, and when it was said.



We need to continue to show our unity to win an agreement that will fix staffing!

Our next bargaining date is scheduled for February 21.



“At the end of the day, nurses need to afford living in the valley. Management’s inability to take cost of living into consideration is convenient. We will continue to fight for pay based on data versus convenience.” - **Charlotte Smith, RN IMC**