

# We can't afford to live here!

## The fight for safe staffing continues

Our top priority is safe staffing. Our community is changing and we need to do everything we can to recruit nurses to work and care for the patients at Logan Health. We met with management on February 21 to bargain a new contract that allows us to meet that goal. We know what it costs to live in Flathead County, and we're holding strong to bargain wages that will retain existing staff and attract nurses to come work with us.

	Our bargaining team's proposal on 2/21	Management's proposal on 2/7
Wages	2023: 28.1% 2024: 6% 2025: 6%	2023: 5.1% 2024: 3% 2025: 2%
Health insurance	Stronger language allowing us to bargain any future changes to the insurance plan; prohibition on sending nurses to collections	No changes to current policy
Floating	Stronger language defining "clinical cluster groupings"; \$5 float pay for working outside of those groupings	No change to current policy



"We came back to the bargaining table with management and responded to their 5.1% wage proposal. We shared stories about how our nurses and their families are struggling to afford their monthly expenses on their current wages. We countered with a 28.1% wage increase in year one, and a 6% increase in years two and three. We hope that this sends a message to management that we are serious about the need for a living wage increase for our nurses, so that they can continue to live and work here in the Valley." - **Brooke Padron, RN Pediatrics**

**Next bargaining session: March 9!**

# Logan Health announces potential merger: What you need to know!

Management recently announced that it is looking at merging with Billings Clinic. Thanks to our contract, if they do go through with this merger, we will have protection!

## Q&A

### Q: Does this merger mean that our union contract goes away?

A: No. We have “successorship” language in our contract. Whatever entity emerges from this process will have to recognize the gains we made in our current union contract. You will have the existing protections and move up the wage scale while we negotiate a new contract.

### Q: How will this impact bargaining?

A: That remains to be seen, but our bargaining team has been told that the exploration of a merger won't impact our current negotiations.

### Q: How long will it take before we know something more concrete?

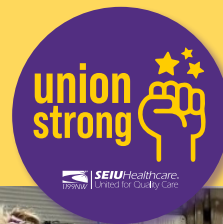
A: It will take a while to know what this means. Our bargaining team is preparing a formal request for information. The good news is that we have a union, which means that management has to bargain changes to our wages and working conditions.



“We have language in our contract that protects our union membership in light of the recent merger announcement. It's more important now than ever that we join together to show our unity in support of each other and our bargaining team as we work towards improved wages and staffing for nurses at Logan Health. Wear that sticker proudly, share your stories! We can do this!” - **Pat Fogleman, RN**  
**Outpatient Infusion**



We had another ‘sticker up’ action to show management that we are united to win a great second contract!



“Sticker-ups are the easiest way to show support of our union efforts! Not all of us have the time to attend meetings or organize activities but anyone can throw a sticker on for each bargaining day. Slap a sticker on to show your support in our efforts to provide for our patients!” - **Kim Paulsen, RN IMC**