



We have strength in our unity!

We're fighting for a contract that is about more than just dollars and cents. We need a contract that will make a difference in our lives and improve retention, recruitment, and patient safety.

Since the beginning, we've been very transparent and gave management all of our proposals on DAY ONE of negotiations. Management continues to offer extremely low wage scales that won't bring quality nurses to the Flathead Valley. With 120 RN positions open at Logan Health, these low wages will do nothing to promote patient and staff safety!

The bargaining team and management have agreed to have a Federal Mediator start attending all bargaining sessions, starting in May. We hope with a mediator present, we can agree on a great contract and work together to complete bargaining in a timelier manner.



What is a mediator for?

Mediation is a tool. As a neutral party, FMCS mediators provide a third-party perspective and leverage the expertise of the skilled negotiators at the table to address the core interests of the negotiating parties.



Can a mediator help us reach a settlement?

Yes, but they can't force either side to accept a proposal. Our unity and action will be the determining factor in holding management accountable and winning a fair contract.

Recently, management decided to drastically change ALERT's schedules. With the power of our union, we filed a grievance and won!

"The last week of March, we had our ALERT staff meeting. In that meeting, the crew was surprised to find out that management decided our 48-hour shift schedule was going to no longer be in effect and we had to be placed on call for 12 hours at the end of our 36-hour shifts AND it would be implemented on April 1st!



The reason management initiated the 48-hour shifts in 2021, was because they are the industry standard (two 24-hour shifts per week), which our crew does concurrently – this way mitigates fatigue and promotes crew and patient safety.

In light of crew objections and short notice, we banded together and filed a grievance with the help of our union organizers. A grievance is a tool that we as union members have at our disposal to protect and defend our members and hold administration accountable for upholding the contract.

We were able to get a victory and our 48-hour shifts are still in effect! We will continue to bargain to permanently keep our 48-hour shifts. We're committed to making sure we can be effective, safe and deliver good care to our community and customers.

The power of our union is priceless, especially at a time when we are headed to our busiest work season, we needed that unity and professionalism. We also needed to let administrators at Logan Health know that we are strong and we are united." - **Fouad Mirzashafa, RN ALERT**



Our action plan is ready for review! Come vote and have your voice heard!

Management moves when we take action. Attend a vote meeting and learn about our action plan! We will be voting at the IBEW Union Hall, 347 2nd Ave West.



We will have snacks and beverages!



“We are in a strong position; we are holding to strong wages and safe staffing. We know to recruit and retain quality nurses, we need a significant wage increase. Please sign up for a time to vote and come see our action plan!” - **Cindy Hinzman, RN PACU**

Vote times

April 27th	May 2nd	May 3rd	ZOOM OPTION: May 3rd
0600-0830	0600-0830	0600-0830	0830 & 1730
1100-1400	1100-1400	1100-1400	
1730-2030	1730-2030	1730-2030	

Scan this QR code to sign our 'I'll be there' petition with your vote time!



1199nw.org/3mbl6hU