

Two Visions for Nurses Week

We spent Nurses Week bargaining and working in solidarity for safe staffing and wages that respect and value the work we do. We wore stickers demanding a fair wage increase so that we can retain and recruit nurses. We spent our time working to achieve our vision of community-focused care.



Unfortunately, management continues to bring proposals to the table that won't fix our staffing problems or achieve that vision.



	Our Vision	Management's Vision
Wages	26% wage increase to attract nurses to the Flathead Valley	7% wage increase
Healthcare	We need the ability to bargain any changes to our healthcare plan. We need a voice in healthcare costs.	NO.
Guidelines for Floating	We need defined clinical cluster groupings set up by specialty. If management wants to float us between specialties, they need to pay us additional float pay.	NO.
Use of Sick Leave	We need to be able to use CIB prior to ETB when on an approved leave of absence. We shouldn't have to burn through our vacation to go on a medical leave.	NO.
Union Strength	We need the ability to have union meetings in the hospital and clinics. We are the union and need to be able to communicate as efficiently as possible.	NO.



"Management needs to get real. Their offer will just barely catch us up to other hospitals in MT, which are all about to renegotiate their own contracts. Then we'll be back to being one of the worst paid hospitals in the state. Is that going to recruit and retain nurses??" - **Spencer Tracy, RN** **Brendan House TCU**

Next bargaining dates: June 8 and 9



“We continue to bargain in good faith for strong wages that will retain and recruit nurses. Our institution claims our priority is unclear. I leave the bargaining table feeling unheard and unsupported. We need a step in the right direction.” - **Amber Barker, RN Interventional Radiology**

“Per the Nurses’ Code of Ethics: ‘The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.’ This is what I see as the goal of our Nurses Union bargaining. We are advocating for our patients and coworkers by pinning down a contract with wage improvements that can help attract and retain staff, which results in improved staffing and safe patients.” - **Kim Paulsen, RN IMC**



“IT’S NOT GOOD ENOUGH. Management showed nurses, at the bargaining table, how much they value us during healthcare week by only proposing a 1% wage increase from their previous proposal (from 6% to 7%). We celebrated Nurses Week by fighting for wages, and ultimately safe staffing and safe patient care, at the bargaining table.” - **Cindy Hinzman, RN PACU**

We won our action vote by a landslide!

Hundreds of nurses came out to vote for our action plan and we overwhelmingly voted yes. Our strength is our union and our union is you!

Please keep in touch with bargaining team members and delegates for next steps.

