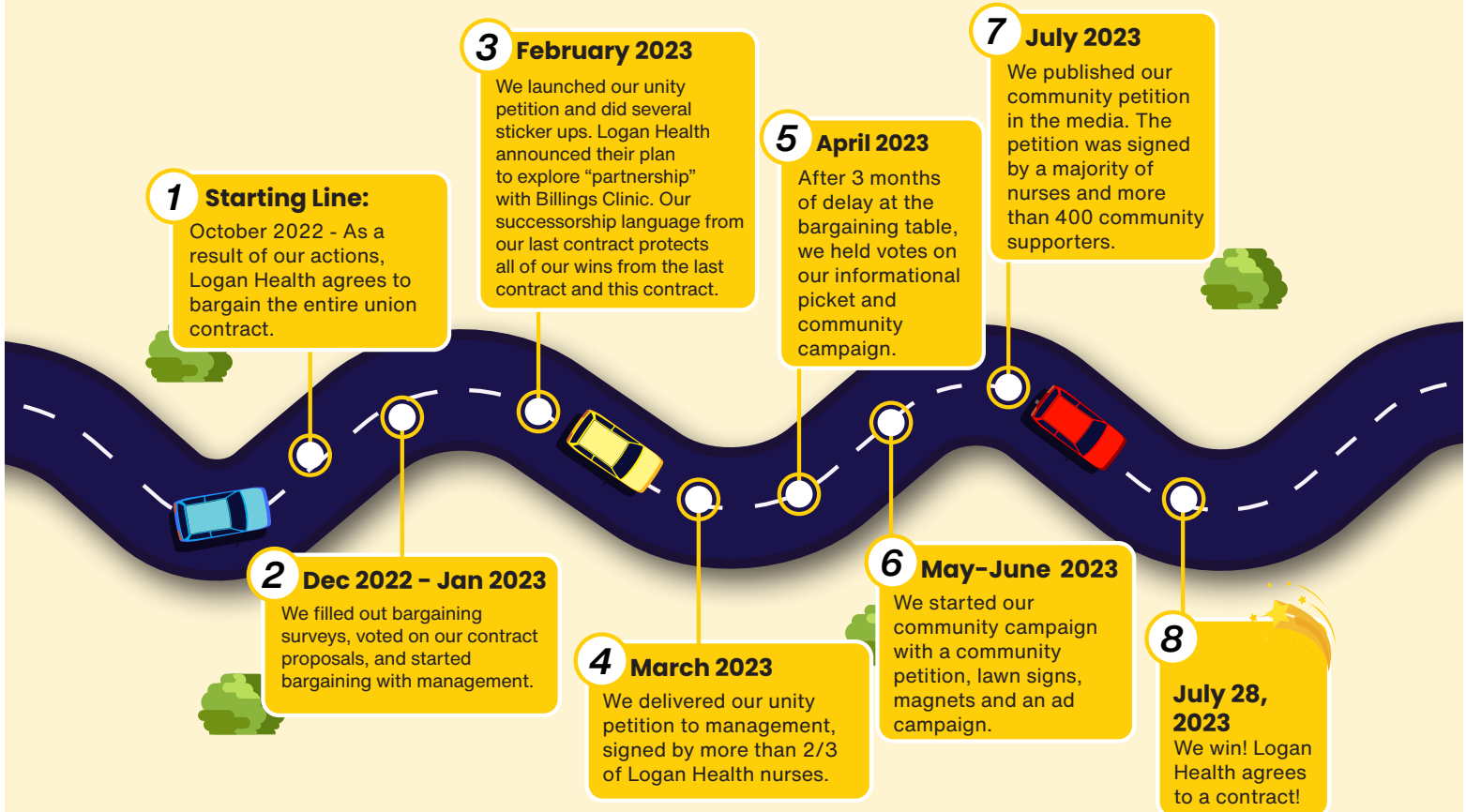


# We Stood Together and Ratified A Historic Contract!

We work hard to provide the best care we can for our patients. Through our unity and direct action, we've won a historic contract that will allow us to recruit and retain staff.

## The road to a fair contract



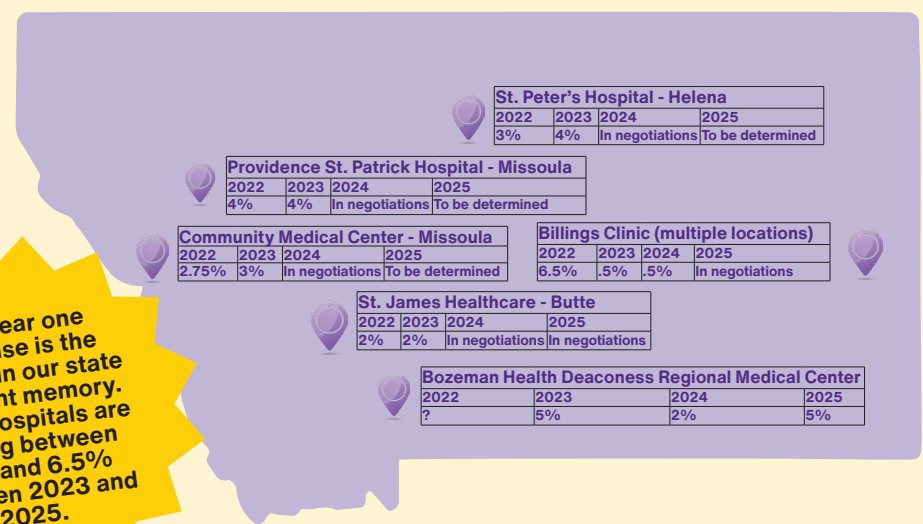
## Historic wage increases

**Year 1:** 11.5% upon ratification

**Year 2:** 4% the first full pay period in July 2024

**Year 3:** 3.5% the first full pay period in July 2025

**Our year one increase is the largest in our state in recent memory. Other hospitals are getting between .5% and 6.5% between 2023 and 2025.**



- ★ RNs who are maxed out on the wage scale (step 26-year 25) will receive a 20% wage increase.
- ★ RNs who aren't maxed out will receive the cost of living increases listed above and their step increases until they reach step 26-year 25.
- ★ Nurses in the Walk-in Clinics, Logan Health Midwives, Logan Health Material/Fetal Medicine, Logan Health OBGYN will move from the RN-Outpatient scale to the RN Outpatient- Specialty/RN Surgery Center scale.
- ★ All new nurses will receive 100% credit for past experience as a registered nurse.
- ★ The RN resident scale will be removed and residents will be placed on the wage scale appropriate to their assignment.



"This new contract contains language that no other hospital in MT has. Guidelines for floating, limits for call time, protections against drastic increases in insurance premiums, the list goes on! This contract brings MT nurses into the 21st century." - **Spencer Tracy, RN TCU**

## Premiums/Differentials

Premium / Differential	Current Rate	New Rate
Evening Differential	\$2.00	\$2.25
Night Differential	\$3.25	\$3.75
Weekend Differential	\$1.50	\$2.25
On-Call	\$4.00 for non-surgical services RNs and surgical services RNs hired after September 15, 2021; \$6 an hour for surgical services RNs hired before September 15, 2021.	\$4.00 an hour for non-surgical services RNs; \$6 an hour for surgical services RNs hired before September 15, 2021; \$6 an hour for ALL surgical services RNs beginning in July of 2024.
Preceptor Pay	\$2.00	\$2.50
Charge / Lead Pay	\$1.75	\$2.50
Certification Pay	\$2.00	\$2.25

- ★ Leads and charge nurses will now receive both preceptor pay AND charge and lead pay for the same hours.
- ★ Nurses required to take students will receive preceptor pay regardless of the availability of the instructor.
- ★ PACU, Endoscopy & IR/Cath Departments will set on-call limits within 120 days of ratification of the new contract. If a nurse exceeds this limit, they are guaranteed incentive pay. Nurses may continue to volunteer for call shifts as much as they want.
- ★ A new float pool RN position will be created with a \$6 an hour premium. Nurses working in “Resource Nurse” positions will maintain their current position, FTE, shift and responsibilities at the same premium rate.

### Health Insurance

- ★ We have new language that gives us piece of mind with the upcoming merger with Billings Clinic. If our premiums, co-pays or co-insurances increase by more than 10% in any given year, management has to bargain with us over those changes.
- ★ Our ER visit co-pays will drop from \$300 to \$250 with our new contract.

*\*NOTE: We can file grievances when management sends us to collections without notifying us first. If you've been sent to collections without notification, talk to a delegate or organizer.*

### Union Strength

- ★ We now have access to all public areas of the hospital to distribute information and meet with members regarding union business and contract enforcement.
- ★ We have access to rooms on premises eight times a year and ten times during years where we have contract negotiations.
- ★ We have 30 minutes for new employee orientation instead of 15 minutes.
- ★ We have defined spaces for union bulletin boards.
- ★ We have ten days to file a grievance instead of seven, giving members more time to contact a delegate or organizer.

### CIB and ETB

- ★ Members can now use CIB ahead of ETB after the birth of a child.
- ★ RNs can now have five sick occurrences in a year before they receive any form of counseling. The previous limit was four.

### Floating and On-call

- ★ We now have defined “clinical cluster groups” that prioritize where RNs are floated. Management is required to float members within these clinical cluster groupings prior to floating them to any other units.

### Stronger Union Committees

- ★ Logan Health is required to review assignment despite objection forms during the Nurse Staffing Committee, improving accountability for unsafe staffing situations.
- ★ We now have a “Violence Protection Committee” which will work to improve safety.

### Improvements to Education

- ★ Both full-time and part-time nurses are eligible for an education reimbursement increase of \$3,500 per year. Nurses now will receive 100% reimbursement for any grade C or better.

“We were able to achieve one of the largest percent increases to our base wages across-the-board in the state of Montana in a very long time. We’re hopeful that this will be a stepping stone to help with recruiting and retention of nurses here at Logan.” - **Angel Garrido, RN 3rd Medical**



### Our Awesome Bargaining Team Members

Amber Barker, CVS	John Thompson, ICU
Angel Garrido, 3rd Medical	Karen Rupp, ER
Charlotte Smith, IMC	Kim Paulsen, IMC
Christina Bradbury, Cath Lab	Lexy Bachteler, FHC Primary Care Clinic
Cindy Hinzman, PACU	Lori Mitchell, BH
Donna Nelson, Behavioral Health	Maggie Honcoop, Float Pool
Ellery Luikens, PACU	Nathalie Maynard, FHC
Fouad Mirzashafa, ALERT	Patricia Fogleman, Outpatient Infusion
Jeanette Luka, OB	Peggy Hertlein, HO/Hospice
Jessica Dahlman, SDS	Sarah Shanklin-Johnson, ICU
	Spencer Tracy - Brendan House

