



## We Stood Together and Won a Historic Second Contract Now it's Time to Pick Up a Copy!

In August, we officially ratified our new contract, including historic wage increases, premiums and differentials, stronger union protections, and more.



**Come pick up your copy!**

**October 25**

**Glacier Conference Center  
(yellow building on campus)**

**1375 Hwy 93 North  
1000-1400**

**October 26**

**Hospital Cafeteria**

**0800-1000  
and 1200-1400**



"In our historic second union contract, we won a 11.5% wage increase for all RNs! We also won stronger language for our Nurse Staffing Committee. The NSC gives us the ability to have 1:1 review of Assignment Despite Objection (ADO) forms with our directors, so we are more

informed to problem-solve staffing issues with

management. We also won language to have access to our workplace to distribute union materials, meet with members and have meeting space, which were gray areas before.

The increased pay speaks for itself, but the latter two demonstrate administration's desire to work more cooperatively with us as a union!" - **Kim Paulsen, RN IMC**

### 3 things to do NOW

#### 1 Know your contract.

Our contract lays out our wages and benefits along with our rights and responsibilities. Each of us needs to know our contract and make sure management adheres to it. Our contract is only as strong as we are at enforcing it. Scan the QR code and find your digital contract here:

[www.seiu1199nw.org/chapters/kalispell](http://www.seiu1199nw.org/chapters/kalispell)



#### 2 Know your delegate.

Delegates are nominated from departments/units to be our representatives, both within our union and to management. If management is not following the contract, a delegate can help resolve the problem. Delegates are listed on our website.

[www.seiu1199nw.org/chapters/kalispell](http://www.seiu1199nw.org/chapters/kalispell)

#### 3 Make your voice heard.

Whether we're bargaining a new contract or advocating for better staffing, we are always standing together as a union to take action to improve our jobs and the care we give. Talk to your delegate or organizer to find out when the next meeting or action is taking place.

