

A Legacy of Unity, Strength, and Workplace Standards at Logan Health

Investing in our strength as a union is the only way to continue to raise standards, take on anti-union forces in Montana, and to ensure we're a union where every member belongs and thrives.

After forming our union, we came to the bargaining table prepared to take unified action to win what our patients deserve. After months of bargaining without a contract to show for it, our unity culminated in our biggest action – a three-day strike in 2021!

After this demonstration of our unity and strength, when it came time to bargain our next contract in 2023, management knew what we are capable of, and once again we secured historic wage increases in our contract.

Whether it's time to bargain, in times of change, or even when working to improve standards day-to-day, we know that our unity is our strength.



“It was a wild ride for us from the very beginning of our campaign to our first contract and then our second. The one thing that stands out the most to me is the power of our unity. I cannot think of any other impactful way to accomplish what we have done besides forming a union. This last contract negotiations we achieved one of the single best wages increase in recent Montana history. This is a win worth celebrating. This could not have been carried out without the grit, integrity, courage and perseverance of all of us. Today, in our place of work, we have a seat at the table and that seat has provided not only increased wages but transparency, a fair grievance process, the birth of our Labor Management Committee and Nurse Staffing Committee. The list goes on and on. We are representing each other and protecting each other. We are lifting each other up at our workplace. I'm proud to be a union member and I'm proud of all that WE have accomplished.”

- Jessica Dahlman, RN Surgical Services

▶▶ The union difference at Logan Health

Wages

- ✓ Throughout all of the changes and challenges we've faced at Logan Health, we continue to raise wages so that we can afford to live in the Flathead Valley and provide for our families.
 - Historic wage increases in our 2023 contract, guaranteeing wage increases each year and a minimum 20% wage increase over two years.
 - Wage scales with full credit-for-experience to make sure our experience and work history is valued.



“We formed our union because we were tired of not having a voice at the table. The final straw came about when administration made a unilateral change to the nurse staffing structure of our hospital, in an attempt to recover the costs of a multimillion dollar fine imposed for committing Medicare fraud. This restructure forced all charge nurses to reapply for a limited number of shift unit supervisor positions, leaving many of our most seasoned nurses without jobs. Since then, it has been difficult to recruit, retain or maintain appropriate staffing levels, as we were one of the lowest paid groups of nurses in the state. In our latest contract negotiation, we won the fight to be one of the highest paid groups of nurses in Montana!”

- Karen Rupp, RN ED



Other contract wins!

Our wins don't stop at just wages:

- ✓ Increases to our premiums and differentials
- ✓ Mandatory low-census limits
- ✓ Nurses earn preceptor pay and charge pay on the same worked hours
- ✓ Clearer language around preceptor pay and training nursing students
- ✓ Management must bargain the cost of our health insurance premiums if they increase by more than 10%
- ✓ A labor-management committee and nurse staffing committee where we can discuss staffing concerns on the floors



"Because we're able to have our voices heard and shape our own working conditions, I have a job that I love instead of a job that I just tolerate."

- **Spencer Tracy, RN TCU**

"Being in our union has made me take more ownership of our profession. I am more in-tune with what the issues are for our members, as well as our nation's healthcare issues. It has also given me the opportunity to know what the Flathead community wants, which is safe, quality care. Our community has shown genuine support of LH union nurses, especially the firefighters, law enforcement, teachers and the trades. This makes me want to do the best I can to improve conditions for my co-workers and at the patient's side."

- **Kim Paulsen, RN IMC**

