



Our contract proposals improve our workplace and our community!

We're entering bargaining aligned on our values that put our patients and community first.

We encourage Logan Health to meet the moment and join us in enacting these values at the bargaining table.

Our values:

- A living wage for nurses
- Quality healthcare for healthcare workers
- Fair premiums and differentials
- Safe staffing
- Policies that benefit our coworkers
- Consistency with Logan Health's professed mission
- **We want respect, including:**
 - Broad support for decisions
 - We want people to feel heard, listened to, and valued
 - Workers have recourse and shared power to plan for the future



Your Bargaining Team:

Donna Nelson	Behavioral Health	Maggie Honcoop	Float Pool
Stephen Ratliff	Behavioral Health	Pat Fogleman	Outpt Infusion
Amber Barker	IR	Amy Mero	Home Options
Eric Kingston	Cath Lab	Trina Stene	PICU/Peds
Tara LaHaise	ICU	David Hobbs	ALERT
Becca Crandall	Primary Care	Catherine Baran	Peds and Peds Specialty Clinic
Spencer Tracy	2nd	Haley Leun	Peds and Peds Specialty Clinic
Karen Rupp	ER	Leanne Guillory	OR
Kate Streibich	ER	Clarie Fritschler	Heart & Lung clinic
Angel Garrido	3rd	Annette Kinsella	ENDO
Jeanette Luka	OB		

Your CAT (Contract Action Team)

Jessica Dahlman	Endo
Sarah Johnson	ICU
Sarah Hartig	Care Navigator
Erin Mitchell	NICU
Angelica Bentley	Mother/Baby Clinic



Our proposals:

A Living Wage for Nurses

Year one wage proposal:

- **22%** year one proposal for RN Staff Nurse, RN LTC / TCU, and RN Behavioral Health
- **22%** for RN Primary Care Navigator
- **22%** for RN Case Management
- **25%** for RN Outpatient and RN Outpatient Specialty / RN Surgery Center
- Also **add five new steps** (Steps 26, 27, 28, 29, and 30) with a 6% between each step

Year two wage proposal: 6%

Year three wage proposal: 6%



"In our last contract, we set a precedent for RN wages statewide. Since then, our wages have been surpassed by the majority of the hospital systems in Montana, all while living in one of the most expensive places in the state. Nurses should never have to make the decision to leave the area where they grew up all because they cannot afford to live here. A wage increase would allow for us to keep the incredible nurses that we have and attract new hires to our facility in hopes that we can fill vacant positions and reduce turnover." **-Trina Stene, RN, PICU**

"Wages continue to be an important part of bargaining. Wages not only affect recruitment but retention as well. We need a higher wage scale and annual increase in order to stay highly competitive in the current healthcare climate."

-Amber Barker, RN, Interventional Radiology



"It is paramount that we achieve a meaningful wage increase with this contract. Cost of living, housing prices, increased nursing responsibilities, staffing shortages and increased risks come with a premium. Competitive wages will help with retention and acquisition of skilled nurses providing quality care to our community. If Logan Health wants to be the shining beacon on the hill then it should respect its nurses enough to provide a respectable, livable wage as well."

-Eric Kingston, RN, Cath Lab

Quality Healthcare for Healthcare Workers

Lower premiums:

- Cut all premiums by 50% from 2026 rates for 2027
- Management must bargain all premium changes for duration of contract

Lower deductibles:

- Lower all deductibles by 50% from 2026 rates for 2027
- Management must bargain all deductible changes for duration of contract

ED Visits:

Lower co-pay from \$250 to \$100 for all employees AND dependents

Wellness Incentive:

Employer will match Wellness Incentive contribution up to \$1000 a year (currently \$500)

Billing practices:

- Management will ask for meeting with member after three notices and before sending them to collections. This meeting will not be considered disciplinary.
- Bills must be sent within 90 days of service by certified mail.

Affordable Care When We Need It:

- No coinsurance for inpatient or outpatient surgeries at any level



“As nurses, in order to take care of our patients we have to be able to take care of ourselves as well. I pay the monthly premium for myself and my family, which means I can’t afford to pay for the deductibles for all of us, if any of us get sick or hurt. The costs need to come down so I can take care of myself, my family and my patients!” **–Sarah Hartig, RN, Care Navigator**

“As an employee of Logan Health our insurance is shockingly bad. I pay around \$600 a month for my family of 3. To see an in-network PT I was billed \$550 for two sessions. Logan needs to stop acquiring more locations if it means providing subpar insurance to its faithful employees.” **–Kate Posedel, RN, Endoscopy**



Fair Premiums and Differentials

Premium / Differential	Current Rate	Proposed Rate
Evening Differential	\$2.25	\$4
Night Differential	\$3.75	\$6.25
Charge / Lead	\$2.50	\$4.50
Credit for past experience	Some RNs hired before July 3rd , 2022 haven’t been credited for their past experience.	1:1 credit for relevant experience; Do audit for existing staff
On-call	\$4 an hour; \$6 an hour for Surgical Services	State minimum wage: \$10.85 an hour
Weekend	\$2.25	1.5x for scheduled shifts, 2x for unscheduled shifts, plus existing differential
Preceptor	\$2.50	\$4.50
Certification	\$2.25	\$3
Float Pay	\$6.00 an hour for regular float pool nurses; 18% premium for float pool PRNs	\$6.00 an hour for regular float pool nurses; 18% premium for float pool PRNs; \$6.00 an hour for anyone who floats out of their department
Incentive Pay	Pay includes a premium rate plus any applicable premiums and differentials; Premium rate fluctuates	Minimum of double time for premium rate and all applicable premiums and differentials
BSN Premium	Doesn’t exist (yet)	\$1
ALERT Hazard Pay	\$3.00	\$5.00
Safe Pay	8 hour maximum	10 hour maximum



“\$4.00/hr to be on call is not adequate compensation to be tied to a phone and be available to be at work within 30 minutes of being notified. Other places around the country have language that pays the states hourly minimum wage for on call. We deserve the same respect!” **–Donna Nelson, RN, Behavioral Health**

Safe Staffing

- Nurse Staffing Committee sets nurse to patient ratios
- Violations of staffing ratios subject to the grievance procedure
- Strengthen unencumbered Charge Nurse language
- Guaranteed 10 hours rest between shifts: Management pays 1.5x for the next shift if we don't get adequate rest collections. This meeting will not be considered disciplinary.

Policies that Benefit our Coworkers

- Overtime hours for hours worked in a week AND on a shift
- **Double time language:**
 - Double time for all hours worked after 12 for 8 hour shifts
 - Double time for all hours worked after 14 hours for 10 hour shifts
 - Double time for all hours worked after 14 for 12 hour shifts
- Changes to sick leave policy:
 - Being sick over a weekend leads to one occurrence, not two
 - Absences due to union-related travel don't count as occurrences
- **Changes to vacation policy:**
 - Increase ETB accrual
 - Add one mental health day per year not connected to ETB
 - Discard concept of "prime time period" for vacation scheduling
- **Access to the 1199NW Training Fund**
 - The Training Fund provides money for tuition, books, and other expenses up front. There's no need to seek reimbursement
 - The Training Fund also provides funding for CEUs, reimbursement for license fees, and conference travel

Unit/Department-Specific Proposals

- **Home Options:**
 - New "point system changes"
- **ALERT:**
 - Increase to hazard pay
 - ALERT members will receive a phone stipend of \$50 a month for use of their personal phones for work related duties

Current pts	Activity	Proposed pts
3	Admit	3
2	ROC	2
1.5	Case mgmt hours	1.5
1.5	Agency Discharge	1.75
1.5	RN eval	2
1.5	Discontinue/PT reassess	2
1.5	IDT	1.5
1.75	Recert	2
1	Staff meeting	1
1	Regular visit	1
0.5	Case Conference	1
0.25	NVD	1
	50-75 miles	0.5
	75-100 miles	0.75
	over 100 miles	1
	1 point=96 minutes	
	FTE=5 points a day	
	FTE HH caseload 20-25	
	FTE Hospice caseload 10-12	