



Our Focus: Quality Patient Care and Quality of Life

We want a living wage that’s competitive with other hospitals in the region. We need safe staffing. We need affordable health insurance, a better parental leave plan, more flexible vacation hours, and a generally higher quality of life. That’s been our message to management over the last month and a half as we’ve bargained our contract.

We know these issues matter because they directly affect retention, safety, work-life balance, and the quality of care we are able to provide. This contract is about more than wages. This is about respect, sustainability, safe staffing, and making sure nurses have a real voice in decisions that impact our work and our lives.





“Wages are one of the highest priorities for our contract. Management came in with a historically high initial proposal of 10% increase on all steps. This is a good sign. They understand the need to recruit and retain quality nurses, and wages are one of the ways to do that. We’re not where we need to be yet, but this is a good sign. We also proposed increasing the wage steps to a max of 30. This will allow us to be competitive with Missoula and Billings clinic. How do we get what we need? We stand strong in our demands and continue to show solidarity through our actions.” **–Donna Nelson, RN, Behavioral Health**



“We are prioritizing a strong economic package to ensure good staffing and retention. We are pushing for strong base wages for everyone as well as increasing differentials to make sure we are compensated for the skills we use and to incentivize shifts that are harder on staff. We are here to help our patients AND we deserve to be fairly compensated for our work.” **–Becca Crandall, RN, FHC**



“Decriminalize weekend absences! Nurses shouldn’t be penalized for being sick over the weekend by having it count for 2 absences. We’re fighting for all sick occurrences to be treated equally!” **–Spencer Tracy, RN, 2nd**

Subject	Union Proposal - June 10	Management Proposal
Wages: RN Staff Nurse, RN LTC / TCU, RN Behavioral Health, RN Primary Care Navigator, RN Case Management	Year 1: 20% Year 2: 5.5% Year 3: 5.5%	Year 1: 10% Year 2: 1% Year 3: 1%
Wages: RN Outpatient Specialty / RN Surgery Center, RN Outpatient	Year 1: 23% Year 2: 5.5% Year 3: 5.5%	Year 1: 10% Year 2: 1% Year 3: 1%
Wage Steps	Five new wage steps (Steps 26-30) with 6% between each step and the step that precedes it. Employees will be placed on new steps according to their years of nursing experience.	No new steps in management’s initial wage proposal.
Premiums	Evening Differential: \$4 / hour Night Differential: \$6.25 / hour Weekend Differential: 1.5x for scheduled shifts; 2x for unscheduled shifts Charge Pay: \$4.50 / hour Lead Pay: \$4.50 / hour Preceptor Pay: \$4.50 / hour Certification Pay: \$3 / hour Incentive Pay: Minimum of 2x pay for an incentive shift SAFE Pay: Ensure safe pay applies to 10 and 12 hour shifts.	Evening Differential: No change from current rate. Night Differential: \$4 / hour Weekend Differential: No change from current rate. Charge Pay: \$2.75 / hour Lead Pay: \$2.75 / hour Preceptor Pay: \$2.75 Certification Pay: \$2.50 Incentive Pay: No change to the existing contract. SAFE Pay: No change to existing language.
Health coverage	- Lower ER co-pay to \$100 - Add protections that keep our members from unnecessarily being taken to collections for medical bills - Stronger ability to bargain changes to our healthcare plan	- Eliminate cap on ER co-pay - Eliminate Wellness Incentive

Parental Leave	New parental leave plan providing up to six months off for the birth or adoption of a child. Members may use CIB prior to using ETB.	No change to current parental leave plan.
Discipline for use of sick leave	Ensure members can't be given additional occurrences for calling in sick over the weekend.	Management has agreed to this change, but only if we allow them to change the absence and corrections policies without being able to bargain them.
NOTE: This isn't a comprehensive list of proposals, but some of the highlights from our May and June bargaining sessions. For more details, contact your bargaining team representative or organizer.		

Logan Health is sending mixed messages. No takeaways!

We've fought hard for the contract we have and we won't accept takeaways. While management has come in with a good starting wage proposal, other proposals send mixed messages.



Takeaway	Logan Proposal	Our Position
\$250 cap on ER co-pays	Eliminate cap on ER co-pays entirely	Nah. We're rather fond of this cap on ER co-pays.
Wellness Incentive	End the Wellness Incentive	Improve the Wellness Incentive by increasing the amount contributed toward healthcare costs and clarifying how the incentive is distributed.
Change PRN premium from a percentage to a dollar amount	Lower the per diem rate from 12% to \$5 / hour. This amounts to a decrease in the PRN rate for many RNs.	Create a new PRN system with the premium rate ranging from 12% to 20% depending on the average number of shifts per week a nurse has committed to.
Union busting "open shop" proposal	Eliminate provision requiring nurses who benefit from the union contract from having to pay union dues.	Nope. This is divisive and weakens our union. Nurses are stronger when we're all united in our union.
Take away some of callback pay	Nurses would only get time and a half (1.5x) for callback. We currently get 1.5x and on-call pay when we get called back in to work.	Our counter proposal is \$6 an hour for on-call across the board without changes to how callback is paid. We've also proposed new language that would allow anyone with 20 years or more of service to Logan Health to refuse mandatory call.



"Increasing the shift differential for PRN staff is a valuable investment in workforce flexibility and retention. PRN employees often help fill critical staffing gaps, cover difficult shifts, and provide essential support during periods of high demand. A higher shift differential recognizes their contributions, encourages availability for needed shifts, and helps maintain quality patient care while improving recruitment and retention."
-Annette Kinsella, RN, Endo

Progress on Patient and Worker Safety

"As many of you are aware, there has been a significant increase in healthcare violence nationwide. Some of you may not be aware, there was a significant incident in the ER a few weeks ago leading to an arrest and felony after two of our employees were assaulted, one significantly. I was made aware of this during bargaining and addressed it directly to management at the table. We demanded immediate action, including installation of metal detectors at the ER entrance and security in the lobby at all times. Initially, there was pushback and delay.



Long story short, we were informed within 48 hours that they are increasing security FTEs. Security will be stationed at the ER entrance 3pm-3am with the goal of 24/7 with new hires and a weapons detection systems will be installed and they will require bag searches to enter. This is a huge win, but only the start of what I hope to see house-wide. This is something I personally have asked for over my tenure of 20+ years here. We also asked for this in previous contracts, and had it proposed again this contract-both times admins response was "we are not interested". Patient safety, staff safety should be a priority. What happened a few weeks ago should never have happened and would not have happened if Logan had addressed our concerns more quickly.

I'm hoping to see these measures implemented at all entrances. If not, this is something we need to stand together and demand from administration. Safety is not something we should have ever have to bargain over."

-Karen Rupp, RN, ER

2026 Nurse Alliance Conference

RNs, LPNs, and NPs across our union came together in Seattle on May 7 for our second ever Nurse Alliance Conference. We spent the day connecting, learning, and building our power. We heard from keynote speaker Nurse Alice Benjamin and union president Jane Hopkins, shared our stories, built relationships, dug deeper in workshops, and came together to celebrate Nurses' Week at evening social hour.

We're building something strong for each other, our patients, and the future of nursing.



"This year's Second Annual Nurse Alliance Conference was our biggest for turnout, and best for content. I was able to connect with nurses and leaders throughout our union who are passionate about advancing our nursing agenda. We were honored to hear from keynote speaker, Nurse Alice Benjamin, and participated in workshops focused on strategies to strengthen our nursing goals, visions, and agendas. My favorite takeaways were the free swag and the 360 Photo Booth. We also had some pretty cool Nurse Alliance shirts for sale. I'd love to see even more nurses get involved and attend next year's convention because it was such a motivating and energizing experience." -Tara LaHaise, RN ICU