



TIME FOR ACTION!

As nurses, we want to provide quality patient care, which means safe staffing levels and staff who can afford to live in the Flathead Valley. We’ve made progress toward this goal since we started bargaining in late April. However, the last bargaining session on July 29 wasn’t nearly as productive and our bargaining team left feeling like momentum has slowed.



“Our last bargaining session left your bargaining team frustrated, and we know many of you are likely feeling the same way. When management asked us to stay late so they could present a counterproposal, we were hopeful. We believed they were ready to make meaningful progress toward a contract that recruits and retains nurses while demonstrating the respect this workforce has earned. Unfortunately, that was not the case. Management continues to deny us the ability to meet with our members on hospital property for important union business. They also made very little movement on many of the issues we have consistently identified as priorities.

While there was some movement, it falls well short of where we believe this organization needs to be if it is serious about recruiting and retaining nurses for the future. Differentials and premiums saw almost no meaningful movement. We proposed adding five additional wage steps to recognize longevity and reward experienced nurses. Management countered with one.

They also changed the PRN differential from a percentage to a flat rate. The practical effect of this proposal is that PRN positions become less financially attractive over time. We believe that hurts flexibility for nurses and does little to strengthen staffing. Many of management’s proposals still come with significant takeaways. We have been clear from the beginning: we will not trade away important protections or benefits just to reach a settlement.

As we move forward, your participation will be more important than ever. If we want management to make meaningful movement, they need to see that this isn’t just your bargaining team asking for better—it is an entire nursing workforce standing together.

We are fighting for better wages, better benefits, the ability to communicate with our members on hospital property, and a contract that reflects the professionalism and dedication of every nurse in this organization.” When we stand together, our voices carry farther.” **–Karen Rupp, ER**

Our next action? Unity breaks and telling our stories!

Have you been sent to collections? Have you received a huge bill for medical care? Are you having a hard time making ends meet with your current wage?

We want to know how these issues have impacted you. We have story cards available — share your experiences and make your voice heard.

Join us, fill out a card, and grab some cookies and union swag at a unity break.



DAY	DATE	TIME	LOCATION
Thursday	August 13 (Night shift)	2300-0100	Main lobby by fireplace
Monday	August 17	1300-1600	Main lobby by fireplace

Welcome to the Union: Providence St. Patrick’s!

More than 680 healthcare workers at Providence St. Patrick Hospital in Missoula just voted overwhelmingly to join SEIU Healthcare 1199NW, and we could not be more thrilled to welcome them!

These are our people, the ones showing up for patients at their hardest moments, in one of the most expensive towns in Montana to call home. They looked at that and said: we’re worth more than this, and we’re going to fight for it together. Next stop is the bargaining table for their first contract. And they’re not walking in alone — they’ve got 38,000 of us standing with them. When one of us wins, we all win!



Welcome home, Providence St. Patrick siblings. Let’s go win a great first contract together!

WELCOME

Where we stand at the bargaining table

WAGES

ISSUE	UNION	MANAGEMENT PROPOSAL
Year One Wages	19.25% (Inpatient); 20.5% Outpatient; Both retroactive to July 1st, 2026	15% all; upon ratification
Year Two Wages	4%	2%
Year Three Wages	3.5%	3.5%
New wage steps	5 new steps (26-30); 5.25% between steps	One new wage step 1.75% higher than step 25.

PREMIUMS

PREMIUM	UNION	MANAGEMENT	CURRENT
Night Differential	\$6.00	\$4.75	\$3.75
Weekend	\$2.50	Status quo	\$2.25
Preceptor Pay	\$4.25	\$2.85	\$2.50
Charge / Lead	\$4.25	\$2.85	\$2.50
Certification Pay	\$2.80	\$2.50	\$2.25
Per diem	18% with work requirement of 1 shift per week of the schedule.	12% with work requirement of 1.5 shifts per week of the schedule.	12% with work requirement of 1 shift per week of the schedule.
Incentive shift	All differentials and premiums are included in any incentive shift offer. If an employee is low censused during an incentive shift, they shall be paid incentive for all hours worked.	Members aren't guaranteed all premiums and differentials along with incentive pay under management's proposal.	No protection for existing differentials or low census.
Call	\$6 an hour for on call for all departments plus \$6 an hour plus time and a half when called back in. Add provision that no nurse with 25 years of service takes call.	\$6 an hour for on call, but only 1.5 pay for call back. No protection for on-call for senior employees.	\$6 an hour for on call for all departments plus \$6 an hour plus time and a half when called back in.

BENEFITS

ISSUE	UNION	MANAGEMENT
Right to bargain healthcare plans	Yes, we should bargain our healthcare plan every year.	No
Prohibition on collections	Notice of rights sent every year	No
Billing	Billing statements provided within 90 days via certified mail	No
Wellness Incentive	Clarifies how wellness incentive is provided, increases amount to \$1000	No
ER Co-pays	Decreases ER co-pay to \$100 a visit	Takeaway! No cap on co-pays

OTHER

ISSUE	UNION	MANAGEMENT
Work on a Holiday	Double time for work on a holiday	No
Parental Leave	Six months of parental leave with CIB used prior to ETB	No
Training Fund	Employer agrees to pay .5% of payroll into Healthcare Training Fund. Training fund provides tuition up front, reimburses members for certs and license fees, and pays for conference travel	Management wants to implement its "guild." The guild is new and does offer some benefits above existing contract language

UNION STRENGTH AND OUR RIGHTS AT WORK

ISSUE	UNION	MANAGEMENT
Access to Premises	Tentative agreement! Union representatives, including delegates and organizers, now have the right to be at the hospital at all times. We can meet with members in public areas of the hospital at any time of the day	Tentative agreement
Union Meetings	Union meetings are allowed in hospital meetings rooms with advanced notice	Status quo Union meetings only allowed in Glacier Conference Center a set number of times a year
Union Negotiating Team	Paid bargaining for all bargaining hours	No
Anti-Union "Open Shop"	Proposal withdrawn by Logan Health	Divisive language around membership that breaks our unity and allows nurses to have benefits of the contract without paying union dues (Proposal withdrawn by Logan Health)