

Our unity continues to move us forward!

We formed our union because we wanted transparency and respect. We felt our community hospital no longer had our community's best interest at heart.

In 2018, LH was fined \$24 million for defrauding Medicare/Medicaid by giving kickbacks to physicians. They also imposed a significant restructure where management eliminated our most senior/experienced charge nurses and moved to a SUS model in most departments. The nurses did not have a say in this decision. All of these nurses lost their jobs and had to scramble for a small amount of SUS positions or floor positions. They were told if they didn't like that, they could move on.

After two years at the bargaining table, with actions that included a three-day strike, we ratified our first contract. By the next year, we noticed that our wages had fallen behind the other large MT hospitals. With that, we sent a letter to the CEO, in September 2022, requesting to reopen bargaining for wages. After eight months of bargaining, multiple sticker-up actions, petitions and an authorization vote to have an information picket, we ratified a historic second contract!

With all the hard work our bargaining team did on our current contract, we continue to get well deserved raises!

What we won in our historic second contract!

Over the life of this second contract, nurses will see a minimum 20% wage increase, just from the across-the-board raises. Most of us will see more than 20% between the across-the-board and wage step increases.

Beginning the first full pay period after July 1st, everyone will get a 4% raise!

If hired **before** July 3, 2022, you will also receive a step increase, another form of wage increase! The only exception to this is if you are at the top of the wage scale, or 25 years.

If you were hired **after** July 3, 2022, your date of entry into the bargaining unit is your anniversary date and you will progress one step each year on that date until you reach the top of the scale.

In addition to great wage increases, we had a big victory for the RNs who take call in Surgical Services. All RNs who have been receiving \$4/hour for call in PACU, Cath Lab, Endo, OR, DHIM and Cardiac/IR departments will now be paid \$6/hour for call starting the first full pay period in July!

Additionally, we won increases to nearly all differentials & premiums!

Premiums/Differentials

Premium / Differential	Prior Rate	New Rate
Evening Differential	\$2.00	\$2.25
Night Differential	\$3.25	\$3.75
Weekend Differential	\$1.50	\$2.25
On-Call	\$4.00 for non-surgical services RNs and surgical services RNs hired after September 15, 2021; \$6 an hour for surgical services RNs hired before September 15, 2021.	\$4.00 an hour for nonsurgical services RNs; \$6 an hour for surgical services RNs hired before September 15, 2021; \$6 an hour for ALL surgical services RNs beginning in July of 2024.
Preceptor Pay	\$2.00	\$2.50
Charge / Lead Pay	\$1.75	\$2.50
Certification Pay	\$2.00	\$2.25

Without our dedication, strength and unity, we wouldn't have won such a great contract!

NURSE-STAFFING-COMMITTEE



Before winning our first contract, nurses didn't have a say in any staffing issues. We were sometimes disciplined for speaking negatively of our assignment. With the Nurse Staffing Committee we won in our contract, we can address staffing issues and bargain over staffing levels. We also created an Assignment Despite Objection form to ensure that nurses have their voices heard. The Nurse Staffing Committee (NSC) has been meeting regularly and just created a digital Assignment Despite Objection Form!

This form is easier to fill out and goes directly to the Chair, Kim Paulsen, RN; Co-Chair, Kenny Lard and a copy also goes to our organizer, Julie Anderson, RN.

When you file an ADO, these forms are reviewed in the NSC with management to find solutions and track trends.

Here is the new digital ADO QR code with instructions:



<https://1199nw.org/3xVICqV>

Delegate Spotlight

Kim Paulsen, RN IMC

Kim Paulsen is a RN in the IMC department at Logan Health. She's a delegate, Executive Board member of our union, and the Chair of the Nurse Staffing Committee. Kim has worked at LH for eight years and has been a nurse for 30+ years and still enjoys bedside nursing.

"I became a delegate to work with my co-workers to improve our workplace as a collective group, instead of single, scattered voices. I continue the same work to bring healthcare back to decent standards, not to allow the pandemic status quo to become the standard. We need to uphold our profession and continue to look out for our patients!"

About Kim!

When I was asked what I thought about unions by a co-worker friend, I thought, "oh boy, not me!". I've always been a fly-under-the-wire person, not wanting to rock the boat. However, at the same time, I've been a person who wants to see equality, knowing everyone deserves a voice. I know this sounds corny but I got my fire to persevere through Girl Scouts, I saw how hard work and sticking to it can make a difference. When you apply that as a group effort, big changes are possible. I love learning about leaders; my favorite leaders in history are Captain Sullivan and Ernest Shackleton. Keeping your cool and allowing others to be confident does amazing things! Right now, I am reading *Forged In Crisis: The Power Of Courageous Leadership In Turbulent Times* by Nancy Koehn.

I also like downhill skiing and riding my dirt and adventure bike. I love the feeling of pressing into power instead of fighting it: facing forward, head on and leaning into turns.

Save the date!



All-Member Meeting

July 11
IBEW Union Hall
347 2nd Ave West

Two time options for all shifts:
1730-1830 and again at 2000-2100

