

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
STIPULATED ELECTION AGREEMENT

St. John's Hospital, d/b/a Cabinet Peaks Medical Center **Case 19-RD-376865**

The parties **AGREE AS FOLLOWS:**

1. PROCEDURAL MATTERS. The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

2. COMMERCE. The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

The Employer, a State of Montana corporation with an office and place of business in Libby, Montana, is engaged in the business of operating a critical access hospital. Within the past twelve months, a representative period, the Employer received gross revenues in excess of \$500,000 and purchased and received at its Libby, Montana facility goods valued in excess of \$50,000 directly from points located outside the State of Montana.

3. LABOR ORGANIZATION. Montana Nurses Association, American Federation of Teachers, AFL-CIO, is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

4. ELECTION. A secret-ballot, mixed manual/mail election under the Board's Rules and Regulations shall be held under the supervision of the Regional Director. The manual portion of the election will be held on the date and at the hours and place specified below for those employees in the unit described below employed by the Employer and scheduled to work at the Employer's facility in Libby, Montana, on Thursday, February 19, 2026.

DATE: Thursday, February 19, 2026

HOURS: 6:00 a.m. to 8:00 a.m., 11:00 a.m. to 1:00 p.m., and 6:00 p.m. to 8:00 p.m.

PLACE: The Dome/Scenery conference room at the Employer's facility located at 209 Health Park Dr., Libby, MT 59923

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

The election will also be conducted in part by mail. The mail ballots will be mailed to the employees in the unit described below employed by the Employer who are *not* scheduled to work at the Employer's facility located at 209 Health Park Dr., Libby, MT 59923, on Thursday, February

19, 2026, from the office of the National Labor Relations Board, Region 19. Any voter must return their mail ballot so that it will be received in the National Labor Relations Board, Region 19 office by 1 p.m. PT on Thursday, March 19, 2026. The ballots will be counted at the Region 19 office located at 915 2nd Ave Ste 2948, Seattle, WA 98174-1006 at 1 p.m. PT on Thursday, March 19, 2026, or, at the Regional Director's discretion, by videoconference at a date and time to be determined by the Regional Director in consultation with the parties.

Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by March 5, 2026, as well as those employees who require a duplicate ballot, should communicate immediately with the Regional Office.

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

5. UNIT AND ELIGIBLE VOTERS. The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

Included: All registered nurses employed as staff nurses by the Employer at its Libby, Montana facility.

Excluded: All other employees, Chief Nursing Officer, Discharge Coordinator, Nursing Shift Supervisors/Managers, Operating Room Manager, advanced practices nurses (i.e., CRNA, FNP), and guards and supervisors as defined in the Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending January 10, 2026**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off. In a mail ballot election, employees are eligible to vote if they are in the above unit on both the payroll period ending date and on the date they mail in their ballots to the Board's designated office.

Eligible to vote are all employees in the petitioned-for unit who have worked at least three (3) shifts during the quarter ending immediately preceding the eligibility date for the election.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, and, in a mail ballot election, before they mail in their ballots to the Board's designated office, (2) employees engaged in a strike who have been discharged for cause

since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

6. VOTER LIST. Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. **The Employer will provide separate election eligibility lists for those employees voting by mail and those voting manually.** The Employer must also include, in a separate section of those lists, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The lists must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the lists must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the lists must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the lists must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the lists must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the lists on all parties.

7. THE BALLOT. The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

The question on the ballot will be "Do you wish to be represented for purposes of collective-bargaining by Montana Nurses Association, American Federation of Teachers, AFL-CIO?" The choices on the ballot will be "Yes" or "No".

8. NOTICE OF ELECTION. The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

9. NOTICE OF ELECTION ONSITE REPRESENTATIVE. The following individual will serve as the Employer's designated Notice of Election onsite representative:

Tonya Teegardin, (303) 552-4944, tontee@cabinetpeaks.org

10. ACCOMMODATIONS REQUIRED. All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29

C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

11. OBSERVERS. Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

12. TALLY OF BALLOTS. Upon conclusion of the election, the ballots will be commingled and counted and a tally of ballots prepared and immediately made available to the parties.

13. POSTELECTION AND RUNOFF PROCEDURES. All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

St. John's Hospital, d/b/a Cabinet Peaks
Medical Center

(Employer)

By:

T. Wienczek - 1/16/26
(Signature) (Date)

Print Name:

Thomas J. Wienczek

Cecilia Brandley

(Petitioner)

By:

[Signature] 1/15/2026
(Signature) (Date)

Print Name:

Montana Nurses Association, American
Federation of Teachers, AFL-CIO

(Union)

By:

[Signature] January 15, 2026
(Signature) (Date)

Print Name:

Nate McConnell

Recommended:

Liz DeVleming 1/16/2026

Liz H. DeVleming, Field Attorney (Date)

Date approved: January 16, 2026

Ronald K. Hooks

Regional Director, Region 19
National Labor Relations Board