

March 8, 2018

BARGAINING UPDATE

Union Strong at Cascade Valley Hospital: We fought and won for our patients and our community

Because of united and sustained action with our co-workers, we overwhelmingly ratified our new contract at Cascade Valley Hospital that moves us forward for better care and better jobs.

We showed our unity through signing our unity bargaining petition, sticker-ups, our march on management, and joining together to talk about our issues on our unity breaks.

Together, we moved Cascade Valley Hospital and Skagit Regional Health to win on many of our key issues.

We won wage increases that raise up our standard of living.

Real raises for everyone in the hospital:

Minimum across the board increase of 4%.

Everyone also retains a longevity/anniversary wage step increase in 2018 and 2019.



Date	Guaranteed % increase	Variable increase
Ratification/April pay period	1.25%	Varies based on movement to Skagit wage scale
October 2018	1.50%	(same as above)
February 2019	1.25%	(same as above)
Wage scale step increases for 2018 & 2019	1% or 2% based on specific step	Wage scale increases from 20-30 steps



“This is a fantastic victory for our members and co-workers. CNAs are very happy about our wage increases, our new low census 60-hour cap and ability to come to work once we reach our cap. This was our key priority on ACU and CCU.”

Elvira Rosales, ACU, CNA

Ratification bonus

\$400 signing bonus, paid on the April 12, 2018 regular payroll to employees who are employed when the bonus is payable. Bonus will be pro-rated for bargaining unit employees with an FTE of less than 1.0. Per Diem employees will receive a signing bonus equivalent to a 0.2 FTE employee.

Respect in our workplace

Successors. Maintained. Current Contract Language: so if the hospital affiliates or is brought by someone else, our employment would be recognized, and our wage and health benefits need to stay the same or better.

Subcontracting. Maintained. Current contract language; the hospital needs to justify that this means a substantial cost-saving, that the hospital cannot afford the services any longer, and the hospital cannot discriminate against our union.

Low Census. Cap of 60 hours for all employees language.

Layoff and Severance Pay. Lump sum of up to 240 hours based on years of service.

Respect and recognition for our time off

NO Takeaway from our PTO! Maintained current PTO Accrual and rates.



When we take action we win. Our next steps for our future and unity.

When we stand strong in our union we have the power to win for ourselves, our patients, and our families. We've worked hard to raise standards in our hospital but it takes our continued unity to protect our gains.

Our union strength for our future is at stake as extremist groups like the Freedom Foundation are pushing to weaken our union by trying to get people to drop out so we are weaker. They might visit our homes, knock on our doors, or send us misleading mail that we can give ourselves a raise by dropping our union dues.

But what they don't tell us is that if we or are co-workers drop our union membership then we'll be weak. It takes all of us, working together and paying our dues, to have the resources to be strong and protect what we won together.

To protect our wins and keep building, we need to stick together. We're stronger together and weaker alone.



"This is why I am staying a member in our union even if it becomes voluntary:

1. I remember what it was like BEFORE we voted in our Union at Cascade Valley Hospital. Most of us didn't get any pay raises for years.
2. When we bargained our first contract, we won Successorship Language to protect us when our hospital would be bought or affiliated with another hospital. When we affiliated with Skagit Regional Health our jobs were protected and our pay and benefits stayed intact.
3. With the current restructure, none of our members lost their jobs. We were protected. Some of us are reducing hours from our FTE but we all still have our jobs and benefits.
4. We reached a great tentative agreement. It has many improvements to our wages, benefits, and working conditions.
5. I want to build our union and unity for the next contract negotiations. We have to fight to win full credit for past experience when placed on the wage scale. Many of us are placed so low on the wage scale that we don't get paid fairly for all the years we have been working in healthcare and in our hospital. We have to fix this disparity.

Now, I ask you to join me in committing to our co-workers, our patients, and for our future to stay a dues paying member of our union. We need to stay strong for the long-haul. We are on the right path to a better future by building our unity and our union."

Tammy Dunnington, ACU, CNA

We won a contract that improves patient care at our hospital, builds our unity in our union, and puts us on the right path for better wages and contract standards for our future bargaining. Let's keep the momentum going!



Our bargaining team

Back Row: Lisa Fritz, ACU, CNA; Bobbi McLean, Patient Access, Patient Access Representative; Rob Carlile, Pharmacy, Pharmacy Tech; Jason Burbee, OR, Surgery Tech.

Front Row: Tammy Dunnington, ACU, CNA; Tara Rosellini, Radiology, Radiology Tech
Willie Davenport, Radiology, Radiology Tech; John Lien, Laboratory, Lab Tech; Linda Deeter, OR, Anesthesia Tech; Nancy Swanson, Radiology, PACS Asst.



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