

April 30, 2018

**BARGAINING UPDATE**

# We voted YES to stand up for quality staffing!

Together we're standing up for safe staffing standards so patients receive good care.

CNAs, LPNs, RNs, MHTs, housekeepers, and admitting and dietary teams stand together to make Cascade the best facility for our patients and our staff. When we don't have the number of staff necessary patients are at risk for falls, violent episodes, and more.

At our proposal votes we unanimously voted yes to take our priorities to the bargaining table to recruit and retain staff to ensure safety for our patients and ourselves and best quality care for our patients.

Our bargaining team brought this message to management in bargaining Wednesday and management responded positively. We are proposing staffing grids for each unit that provides us with the staff necessary for the best patient care.

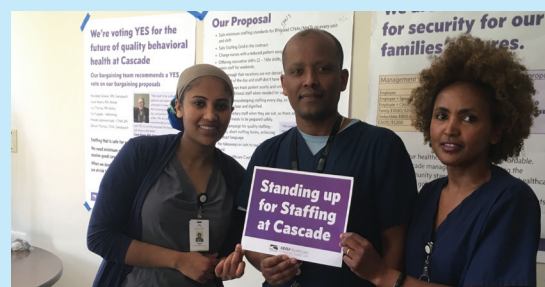
By sending a strong message to management we showed we are standing together for safety and staffing that enables a safe and therapeutic environment, and wages and benefits that respect our work.



We are the frontline caregivers – nurses, LPNs, CNAs, MHTs housekeepers, cooks, admitting staff, and others – for our patients here in Tukwila.

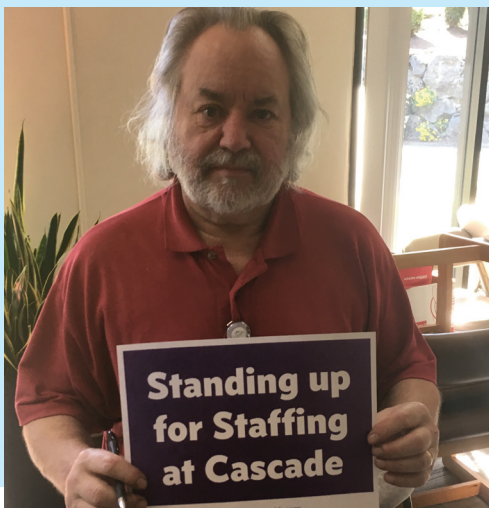
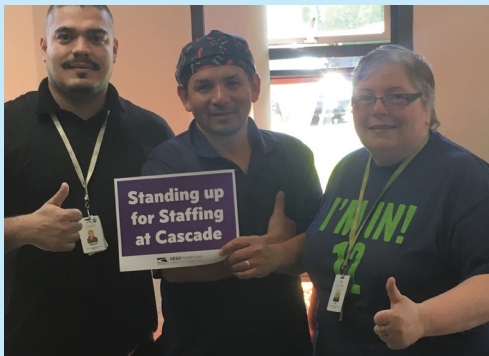
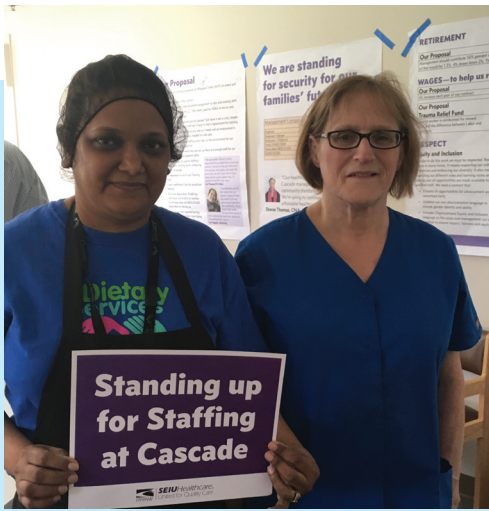


"We need better staffing across Cascade. On 4W, the majority of our patients are total care and most are incontinent. There are not enough Housekeepers to properly clean accidents and families react to the smell. We need a full-time Housekeeper to meet patient needs."  
**Mandeep Grewal, RN, Geropsych**



**Our bargaining team!** Back row left – right: Carol Myers (RN Rehab), Sheran Thomas (CNA Geropsych), Fekadu Gebremichael (CNA 2 North). Front left – right: Ivy Fragada (Admitting), Mandeep Grewal (RN, Geropsych), Lizi Thomas (RN, Detox)





## Cascade Behavioral Hospital Core Staffing Plans

Proposed April 25, 2018

3 West Day Shift				3 West Evening Shift				3 West Night Shift			
Census	RN	Census	MHT	Census	RN	Census	CNA	Census	RN	Census	CNA
1-8	1	1-13	1	1-10	1	1-13	1	1-21	1	1-10	1
8-16	2	14-30	2	11-20	2	14-30	2	22-30	2	11-30	2
17-24	3			21-24	3						
25-30	4			25-30	4						

2 North Day Shift				2 North Evening Shift				2 North Night Shift			
Census	RN	Census	CNA	Census	RN	Census	CNA	Census	RN	Census	CNA
1-10	1	1-13	1	1-10	1	1-13	1	1-18	1	1-15	1
11-18	2	14-18	2	11-18	2	14-18	2			16-18	2

2 West Day Shift				2 West Evening Shift				2 West Night Shift			
Census	RN	Census	CNA	Census	RN	Census	CNA	Census	RN	Census	CNA
1-10	1	1-13	1	1-10	1	1-13	1	1-21	1	1-10	1
11-20	2	14-24	2	11-20	2	14-24	2	22-24	2	11-24	2
21-24	3			21-24	3						

Gero Day Shift				Gero Evening Shift				Gero Night Shift			
Census	RN	Census	CNA	Census	RN	Census	CNA	Census	RN	Census	CNA
1-8	1	1-7	2	1-8	1	1-7	2	1-18	1	1-11	1
9-14	2	15-21	3	9-14	2	10-21	3	19-21	2	12-21	2
15-21	3			15-21	3						

\*acuity check

Detox Day Shift				Detox Evening Shift				Detox Night Shift			
Census	RN	Census	CNA	Census	RN	Census	CNA	Census	RN	Census	CNA
1-7	1	1-7	1	1-7	1	1-7	1	1-6	1	1-6	0
8-15	2	8-10	1	8-14	2	8-10	1	7-18	2	7-15	1
16-18	3	11-18	2	15-18	3	11-18	2			16-18	1

Rehab Day Shift				Rehab Evening Shift				Rehab Night Shift			
Census	RN/LPN	Census	CNA/LPN	Census	RN/LPN	Census	CNA/LPN	Census	RN/LPN	Census	CNA/LPN
1-14	1	1-24	1	1-14	1	1-24	1	1-24	1	1-24	1
15-24	2			15-24	2						

No one person for admitting. Phone duty, answering door. No ability to take a break. 2<sup>nd</sup> person between 11a – 4p. Already has a 4p-9p shift.

Escort – belongings, family brought upstairs, shows of force, cafeteria, lab samples, stickers.



**SEIU Healthcare.**  
United for Quality Care