

May 10, 2018

BARGAINING UPDATE

Good staffing = safety at Cascade!

We are standing together to show management we are united around achieving the better staffing needed to ensure a safe Cascade for our patients and ourselves. When we are adequately staffed, patient outcomes are better and staff can provide the highest level of care. We know that we can create a safe work environment when patients are getting their needs met with the right staffing. When we don't have the right staff, it creates an environment where patients can become agitated.

At the bargaining table we offered robust proposals around improving our healthcare and wages, staffing grids that reflect patient needs and acuity, a trauma relief bank for when we are injured, and equity and inclusion for a more respectful and diversity celebrating workplace



Our bargaining team.

Back row Left to right: Mandeep Grewal (4 W RN), Manahlosh Feleke (Housekeeping), Fekadu Gebremichael (2 N CNA), Lizi Thomas (Detox RN), Carol Myers (Rehab RN). Front Row L - R: Lidia Abushet (3 W LPN), Sheran Thomas (4 W, CNA), Ivy Fragada (Admitting).

We are one Cascade and it takes all of us to provide the best patient care possible. The admitters are our patient's first contact to the facility, the housekeepers make sure patient care areas are sanitary, and the dietary department provides nutritious food that helps patients heal. CNAs, LPNs, MHTs and RNs provide direct patient care and create a healthy supportive healing environment. When we do not have the staffing levels we need, we don't have the opportunity to give the one on one attention that patients need and patients are at risk for falls, violent episodes, and more.

Our proposals

Issue at work	Our bargaining proposal
Expensive health benefits	Eliminate the deductible
Short staffing	Proposed the staffing grid
Low wages	4% a year and \$1 differential for MHS/CNA
Vacations denied	Add staff; no vacation denial with 6 weeks' notice
Assaults and lost income from missing work	Trauma relief bank to cover employee salary in case of assault
Management insensitivity to staff cultures and differences	Equity and inclusion process to provide skills for a more sensitive workplace



"We need better staffing in housekeeping, so we can make sure the entire hospital is clean and sanitary. On evening shift, the floor cleaner is typically pulled and doing other housekeeping duties because we are typically understaffed."

Manahlosh Feleke, Housekeeping, Days



"The more we stand together, the more our voices are heard by management so we can get the staffing levels for our patients and ourselves. Management will pay attention to us. The bargaining team is committed to make sure everyone's voice is heard."

Fekadu Gebremichael, CNA, 2 North, Days



"We are proposing a trauma relief bank so we are not fearful of being financially impacted when we are assaulted by patients. We work with highly acute patients and need better safety protocols in place to keep staff and patients safe."

Lidia Abushet, LPN, 3 West, Evening

Membership Meeting

Next steps and our plan to win on safety and staffing

Wednesday, May 23

7:30a, 2:00p and 3:30p
Location: to be determined

Ancillary Department staffing

Environmental Services, 6 on day shift employees per day. 3 employees per evening.
Admitting - 2 staff per day (7:00 – 3:30 and 9 to 5:30) and 2 eve shift. (3:00 to 11:30p)

18.9 Safe Staffing In order to ensure safe staffing, the Employer shall make the following changes to staffing:

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	2	1-8	1	1-13	2	1-21	1	1-10	1
9-16	2	14-30	3	9-16	2	14-30	3	22-30	2	11-30	2
17-24	3			17-24	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	1-11	1	1-10	1	1-13	1	1-18	1	1-15	1
11-18	2	12-18	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
1-8	1	1-13	1	1-10	1	1-13	1	1-21	1	1-10	1
9-17	2	14-24	2	9-20	2	14-24	2	22-24	2	11-24	2
18-24	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
1-7	1	1-7	2	1-8	1	1-7	2	1-15	1	1-8	1
8-14	2	15-21	3	9-14	2	10-21	3	16-21	2	9-21	2
15-21	3			15-21	3			One full time Housekeeper			

*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	1-7	1	1-7	1
8-12	2	8-10	1	8-14	2	8-10	1	8-20	2	8-20	1
13-20	3	11-20	2	15-20	3	11-20	2				

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						

Support our Bargaining Team



Donate vacation hours to our bargaining team. Our bargaining team members are making a huge commitment to represent us at the bargaining table. Let's all do our part so our team doesn't have to use their vacation time to represent us.



"We have to stand together and stay united, it takes all of us to win the best contract and that means supporting the Bargaining Team so that we don't lose our vacation time to represent all of our shared interests at the table. Let's all do our part and donate hours together so we can stand up for all of us."

Sheran Thomas CNA Gero

I authorize to donate _____ hours* to help our bargaining team during negotiations.

Print name				Department	Job class	Shift
Signature				Date		

By signing this petition, I agree to donate no less than one* vacation hour to help our negotiators with missed shifts as a result of negotiations and I authorize Cascade Behavioral Hospital to deduct these hours from my vacation bank. (* Hours not needed by negotiators will not be charged).

