

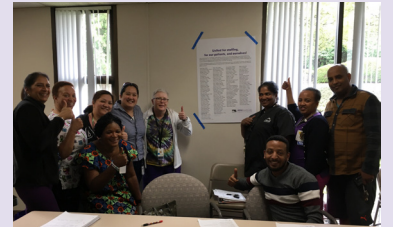


United Around Quality Staffing

We are strongest to win better staffing when all of us are taking action together in our union. CNAs, LPNs, RNs, MHTs, Housekeepers, and the Admitting and Dietary teams stand together to make Cascade the best facility for our patients and our staff. It's time for management to invest in us, the frontline staff, so we can provide the best level of care possible for our patients

We are united as one voice standing up for safe and adequate staffing for our patients and ourselves at Cascade BH. We delivered our staffing petition and brought a strong message to management at the bargaining table demanding the staffing levels necessary to provide the highest level of patient care. Management listened and made the first positive step of ensuring that staff shifts are covered when participating in mandatory trainings.

We are convening a staffing committee meeting to advance our staffing matrix need to keep the pressure on to ensure we get the staffing needed for our patients and ourselves. Talk to your bargaining team member to learn more about how you can be a part of our strength.



"At May 31 bargaining, we gave management the staffing petition the majority of us signed and they heard us. Management sees we are standing together to fight for the contract we deserve. We need to stay united and keep the pressure on management so we get the staffing and wages for our patients and our families."

Hawah Aminzason, CNA, Gero

New Staffing Law to Protect Our Patients When We Fight We Win!

Our 30,000 member strong union came together across the state to tell lawmakers we need improved staffing legislation and our efforts worked. Due to success of staffing committees across our union, lawmakers in Olympia passed a new staffing law and it will be put into effect January 1, 2019.

What does it say?

- Hospitals with staffing committees will be required to accept Staffing Committee's staffing plan for each nursing unit of the hospital.
- Each adopted staffing plan will be submitted to the Washington State Department of Health.
- Hospitals will be required to implement these staffing plans with the appropriate staffing by January 1, 2019.
- At least half of the staffing committee must be composed of direct care nurses.

Our first staffing committee meeting will be Thursday, June 14 and we will use the new staffing law to advocate for our patients and ourselves to make the best Cascade possible.

Our Priorities	Our Proposals	Management Response
Across-the-board raises	4% June 30, 2018 3.5% June 30, 2019	1.5% each year
Trauma Relief Bank	120 hours contributed by Cascade with 3% employee contribution	120 hours contributed by Cascade and employees may choose to contribute
Vacation Requests	Approvals will not be denied with two months notice	No
Staffing	Staffing plan and grid approved and reviewed by the committee. Transparency on staffing including costs.	Meet after contract is settled to determine staffing grid. No budget information provided.

Our bargaining team:

- Carol Myers, RN, Rehab
- Hawah Aminzason, CNA, Gero
- Lidia Abushet, LPN, 3 West
- Mandeep Grewal, RN, Gero
- Fekadu Gebremichael, CNA, 2 North
- Beruk Tekse, CNA, 2 West
- Lizi Thomas, RN, Detox
- Manahlosh Feleke, Housekeeping
- Ivy Fragada, Admitting
- Sheran Thomas, CNA, Gero

We're uniting to tell management

What does safe staffing look like on your unit?

Join us on June 19 at 7:30am, 2:00pm, or 3:30pm in the Old Library to talk about staffing on your unit.