

It's time to take our unity to the community!

When we unite around our common values of providing excellent patient care and raising standards for our community, we win. It's not sustainable for us or our patients to be understaffed and undervalued as healthcare workers and we've had enough. That's why an overwhelming number of us voted yes to take our message to the community.

We took action in our hospital by wearing stickers, signing petitions, filling out wage surveys, and marching on our administration to tell them that small market adjustments aren't enough — we needed wage scales that honor our years of service and provide new hires with fair wages upon hire. While our actions have pushed the employer to bring a wage scale to the table, we still need to keep going to ensure we can keep good workers here.

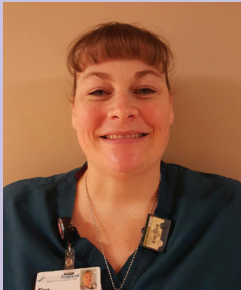
We demand better standards:	They want:
A wage scale that is competitive with other hospitals	A wage scale that looks like the current pay bands
A wage scale that provides a real raise with each year of service	A wage scale that increases only every other year after year 10
Our step should automatic on our anniversary day	Steps are based on merit and the subjective opinion of our supervisor and HR
A path to full credit for our years of experience in our classification	A maximum of four step credit regardless of how many years you are behind

That's why we have voted to take our voices to the community for a better hospital, better jobs, and above all, the best patient care we can give. We can no longer stand by and let our hospital make decisions that make it difficult to provide patient care, jeopardize licenses and jobs due to understaffing, and hold back our ability to recruit and retain staff.

Talk to your bargaining team member about what we are doing to educate our community about our fight and commit to join us at our upcoming picket. Standing together as workers and community members, we will win a good contract that respects workers and patients.



"When Astria came to town and said it was a 'New Day' I believed them. Well, it's not a new day. For those of us who work in the facility, we know it's no different than when CHS owned us. Astria may not have broken the machine, but they have a responsibility to fix it. If they don't, workers will leave and patients will suffer. Our community needs this hospital. But we need a hospital that we know is dedicated to providing safe patient care, not holding our community back with poverty wages and minimal staffing. I'll be on the picket line and I'm asking all of my co-workers to be there with me!"
David Ellis, Plant Ops



"I'm tired of seeing great staff leave to work elsewhere. We have people leaving for Memorial and even long term care jobs to have higher pay. This is not sustainable! We can't wait for Astria to decide to invest in us in some future date. They say they need to grow patient volumes before they can fully invest in staff. How does it work when we have to send people elsewhere because we don't have the staff to care for patients? We can't grow this hospital without staff. Management needs to open its eyes to the true state of this hospital and settle a contract that respects workers and patients. Otherwise it's only a matter of time before no one wants to work here. I'm picketing for better staffing, better care and better pay! Commit to be there with me!"
Tina Morrison, Radiology



"I work here because I love my co-workers and the patients. All I am asking for as a caregiver is that I be paid the wage that this hospital would have to pay in order to recruit someone with my years of experience. We need to stick together."
Trish Snellick, Emergency Department

