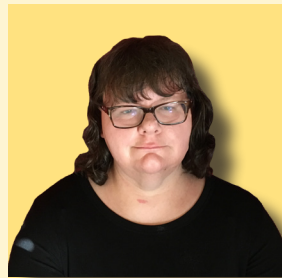


Let's Send a Strong Message to Management It's Time to Lead, Not to Lag

Island Hospital is a leading employer in Skagit County and a valued public district hospital for our community.

It's unacceptable for wages and benefits to lag behind other North Sound area hospitals; recruiting and retaining quality staff is what will continue to ensure Island Hospital keeps the community reputation and standing that it now has.

We are stronger together. We need to stand together and send management a message: it's time to lead, not lag.



"We need to stick together and work hard to get a fair contract. Management thinks that having a 0.5% wage increase for the next 3 years is a fair cost of living increase. Your bargaining team disagrees. The cost of living has gone up significantly in the last 3 years. Let's

stand together and speak in one voice when we deliver our petition to management." **Leanda Braaten CNA/HUC**



Contract Action Team

Carrie Shelton, SPD
Kiersten White, EVS
Myrna Salcedo, Acute Care
Bridget Flowers, ICU
Sarah O'Connell, ICU
Mari Philp, Patient Access

Bargaining Team

Jason Belanich, Emergency
Kim Deans, Acute Care
Leanda Braaten, Acute Care
Brad Derting, Laboratory
Joey Ziegler, OR



"We care about our co-workers, our patients, and our community as a whole; that's why we stay at Island. But when we're short staffed, paid wages far below the standard, and disrespected by the hospital administration it is hard to stay. We know that management can't continue with the status quo and expect to recruit and retain the best staff. As a bargaining team we will be bringing our important

message to management. Join us!"

Jason Belanich, Emergency Department CNA/HUC



"We need to stand together as hospital employees, friends, co-workers, and community members. A 0.5% wage increase isn't a cost of living wage; we need affordable healthcare for us and our families; and we need the hospital to recognize staff safety needs. It's time for Island Hospital to recognize and recognize our important work."

Kim Deans, CAN, Acute Care



"Our department is chronically short staffed. When we are short staffed we hire travelers at great expense to the hospital. We're short staffed because our wages and standards are so far below other area hospitals that we can't recruit new Techs. A few of us stay because we care so much about our team and our patients but when the administration does not treat us with respect we can't recruit and retain the staff

we need for our patients." **Priscilla Martinez, OR Tech**



"A 0.5% wage increase is disrespectful and unacceptable. Join me in telling management that we need our hospital to meet standards in our area and lead in our community."

Brad Derting, Lab