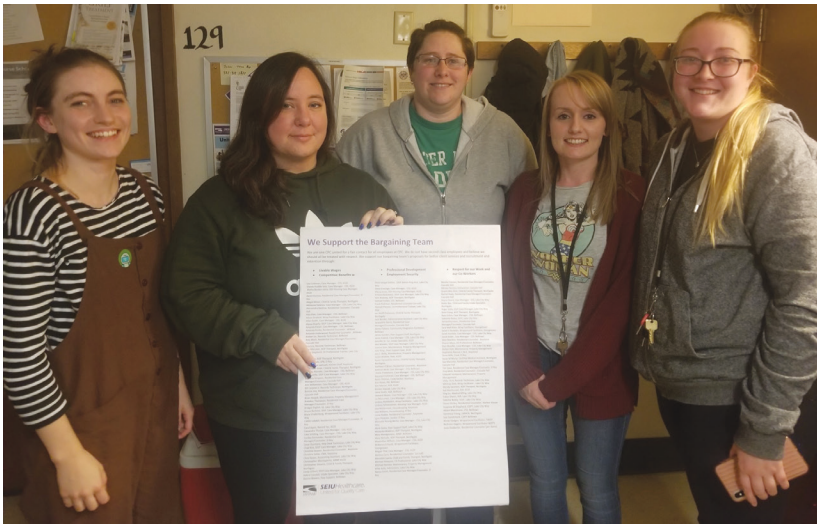


We're Taking Action for Quality Care and Safe Staffing



We work every day to provide our clients and residents with trauma informed care and safety. We deserve the same treatment. Many of our residential facilities are understaffed and lack the support staff and clients need. At Cascade Hall we were ready to take action; and it worked.

We utilized our contract and our right to file grievances to fight for adequate staffing and to receive the support we need from management. We were able to win a guaranteed three: staff minimum on day and swing shifts, along with walkie talkies, and guaranteed debriefs after incidents. We also won new required training for all supervisors on trauma informed supervision, a training that was selected by the union members at Cascade Hall. We know that when we fight we win.

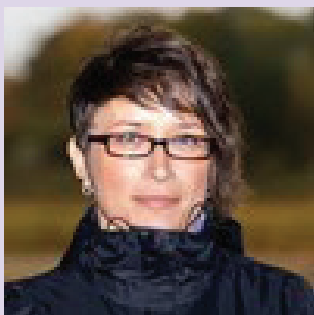


"Before we took action the situation at Cascade Hall was dire, we were constantly short staffed and losing co-workers weekly. We decided to take action and filed two grievances for safety and for staffing. It took a lot of work but we won increased staffing, more support from nursing, walkie talkies and another full time position. We also won guaranteed debriefs after incidents and training that we selected for supervisors. Equally important, we opened up a dialog with management about our working conditions and respect for staff. We did this by sticking together as a union and taking collective action."

Bethany Simpson, Residential Case Manager, Cascade Hall

We Want When to Work!

Per Diem and On Call Staff joined the same union as their fulltime co-workers and joined our contract this year. Unfortunately many On Call and Per Diem staff still struggle with scheduling issues. Often members are called to fill shifts last minute only to learn that three other staff agreed to fill the shifts. Other times we don't learn about available shifts at all. And sometimes we receive text messages and calls in the middle of the night. We deserve a way to sign up for shifts that respects our personal time and allows our fulltime co-workers the security of being fully staffed. We want CPC to use When to Work for scheduling. Other unionized facilities, like DESC, use When to Work and are able to avoid these problems, helping to ensure shifts are filled and our time off is respected.



"We need a functioning system for staffing Per Diem and On Calls, so our co-workers can have safe staffing levels and we can have stability. We spoke at Labor Management Committee about using W2W.com and they seemed receptive. We are hopeful that they will get back to us so we can have safe staffing and secure schedules."

Josie Dubberke
Residential Counselor Pier Diem

CPC Respect Our Contract!

Our clients make the most progress when we have a stable work environment. We provide our best care when we know what is happening to our programs, our clients, and our agency. We won new language in our contract that requires the CPC management to show that they made every effort to find an employer that would take our contract with them, and protect the care we provide. Management has failed to show their efforts and may not have explored all possibilities. Our bargaining team has filed a grievance calling on management to protect our clients and us during the transition/merger with Sound Mental Health.



"Unity is what is needed! We are going to stay united to ensure that our clients, our contract, and all of our staff are respected throughout this merger process."

Lisa Williams,
Housekeeper, El Rey