



United with our coworkers – united for a stronger future

We know that when we unite and take action we can win for our patients, ourselves and our family. Since we formed our union with SEIU Healthcare 1199NW, we've been able to improve standards of care, improve our jobs and hold the boss accountable.

In order to build on our success, we know that we need to unite more. As Cascade has integrated more with Skagit Regional, it is important that caregivers across the system are united with one voice. Many of us have talked about the need to improve wages for better recruitment and safer staffing. The stronger our union, the greater ability we have to win on the issues that are important to us.

That's why we are having a conversation with our co-workers who are members of UFCW 21. Over 1,000 UFCW 21 members work at Skagit Valley Hospital and Skagit Regional Health clinics.

By uniting with our coworkers in UFCW 21, we will have an even stronger voice at Cascade and will be able to make greater improvements. Whether we are working to address concerns at our Labor Management Committee or preparing for bargaining our new contract, we know that the bigger we grow our union, the more ability we have to get things done.



"Skagit is now a big system and we see that at Cascade we're the little guys that Skagit management does not always pay attention to. UFCW 21 members at Skagit have a lot of the same problems they want to improve as we do. By working together with them we will be able to make a more powerful statement to management and get more done."

Rob Carlile, Pharmacy

Frequently asked questions?

Does this mean that we are now members of UFCW 21 and have a different contract?

- No.** We are still members of SEIU Healthcare 1199NW and have our contract. We are going to start working more closely with our UFCW 21 co-workers and working directly with their representatives

Does this change our contract expiration date?

- No.** Our contract remains in place until the expiration date. We will be working with UFCW 21 to make sure that we build a strong bargaining team and win on our issues

When do we become members of UFCW 21?

- When our contract expires we will work on a process to officially form one big union across Cascade Valley Hospital and the Skagit Regional System with UFCW 21.

When we become UFCW 21 members what will our dues be?

- UFCW 21 members pay 1.55% of their wages in dues, or \$15.50 for every \$1,000 they make. No one pays more than \$75/month.

