



# We're Charting Our Own Future at CHC

## United With Strength

As frontline staff, it's our work and dedication that makes CHC a great place to receive care. The future of our clinics, our patients and our families is in our hands, and that is why we are standing together to support our bargaining team. Our proposals build a strong future for us and our patients by:

1. Making sure we can recruit and retain the right staff to continue providing the best care to our patients.
2. Providing a better quality of life for us and our families through higher wages, lower premiums and benefits that allow for us to afford to live in the communities we work, if we choose to do so.
3. Calling for staffing improvements to provide better care.
4. Working toward racial justice, equity and respect for all, in both patient care delivery and our workplace.
5. Continuing to value our co-workers' efforts to improve our careers.



"We are always losing great medical staff due to low wages and unaffordable healthcare. We need to be able to retain our staff so that we could better serve our community." **Christy Fox, Eastside**

At our last bargaining session we made progress, but there's more work to be done!

Our proposals	Management's proposals
Unfreezing wage steps — 12/1/19 4% — 12/1/19 3.75% — 12/1/20 3.75% — 12/1/21	2% upon ratification Wage steps between 11/30/20- 11/30/21 1.5% — 12/1/21
Market adjustment for MAs and LPNs	Move DAs from wage group 3 to 4
Bringing in DAs to MA wage scale	Move sterile from wage group 1 to 2
Move sterile to wage group 3	Move MAs to wage group 5
New top step	
Interpreter pay: \$1.50/hour	\$0.75/hour
Float premium: \$1.50/hour	\$0.75/hour
HEALTHCARE Committee work on medical	Not interested



"We need to be able to live in the communities that we serve. It's not fair to us that we cannot live where we work because it's unaffordable."

**Faith Homan, Outreach**