



Our Safety Matters

Because our unity is our strength, we made sure to demonstrate our union power when we showed up for one another by making sure that

a majority of our coworkers signed a petition calling for fairness, safety and retention at Navos.

At the latest bargaining session, our bargaining team recruited some of our coworkers to call in via Zoom and join the meeting attended by management and their attorney. We had six members call in, and some gave powerful testimonies about our urgent need for safety in our workplace.

The bargaining committee congratulates everyone on not only signing the unity petition but inviting our coworkers to sign their names as well. The bargaining team encourages us to reach out to them as safety issues keep coming up for us. The only way to make significant, positive changes at Navos is by continuing to stand together and hold management accountable as a collective. We couldn't have accomplished getting petition signatures from a majority of our coworkers without all of us uniting and standing together.

"My name is Suzanne Cabrera and I was an employee at Navos as an on-call MHS. I have worked at Navos on and off since 1998.

A month ago, my life changed dramatically.

I was working on the third floor with a new staffing matrix and added curtains. A new admission came in, with little information passed down from previous shifts.

I began my safety rounds in the morning and needed to walk all the way in the room because I was unable to see the middle bed or window bed.

By the time I made it to the second bed, a man ran up behind me grabbed a hold of me from behind and began choking me as he was telling me he was going to kill me. I was able to yell 'staff' once, before my airway was blocked.

I remember trying everything I could to break free and believing I was never going to make it home that day. I truly believed I was going to die.

I remember waking up on the floor being punched in my head repeatedly and trying to cover. I must've lost consciousness again because the next thing I remember is seeing a man holding the patient up against the wall and realizing it was another patient.

I remember being balled up on the floor and begging for help and trying to breathe. I remember vividly not being able to catch my breath.

When staff finally got there, I remember a staff member saying they thought they heard something but that it was one of the manic patients.

Had it not been for those patients, I would not be here today and I believe that with all my heart.

There were seven MHS on the floor that day, one line of sight.

I quit after that incident, and can tell you I have had my fair share of injuries in the last 22 years there. None have impacted me as this has. I have not worked since.

Those curtains create situations where staff become vulnerable and helpless. They are alone once they are in that room — there are no cameras in those rooms, and the likelihood of other staff being in that hallway at the time of attack is unlikely.

The need for increased staffing is imperative for the safety of staff and patients, along with the removal of those curtains."

Suzanne Cabrera, former MHS



“Accountability: We illustrated that we have it. We came together and outnumbered the expected signatures on our petition. **Unity:** We came together on our bargaining day and called in to support each other. Suzanne joined the meeting reinforcing why safety is paramount. We are invested in work, and we need work to invest in us. We have lost too many great people due to staffing and safety being minimally addressed. We are here together every day, and will remain united about what we need to support our patients and ourselves.”

Jacquie Grava, Therapist

Showing our unity for safe patient care and retention

We showed up and delivered our petition to management calling for fairness, safety and retention.

“It's important for them to see the human side of us and not the number\$. It's about people!”
Peka TP, MHS

United in calling on management to support and listen to frontline staff



Front line staff are critical members of the patient care team at Navos, often serving as the eyes and ears for doctors, nurses, social workers, unit coordinators and MHS with some of our most vulnerable patients.

Navos proposal of not engaging in good faith bargaining and management not asking front line staff of any input will impact the quality of care patients receive. It will negatively impact current moral of staff in our ability to move into direct care positions that require patient care experience. At this rate, if management continues down this road, they will be losing more front-line staff daily.

Navos should ensure recruitment and retention of quality caregivers by:

- Immediately halting its management overall decision-making modeling without input from front line staff
- Not enforce flu shot or any medical shots as requirement to continue employment
- Start negotiating in transparent good faith bargaining agreement
- Providing livable wages and affordable family healthcare

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| Alexandra Rife | Fausto Meza | Mayra Muir |
| Yankuba Ceesay | Rhea Devera | Jennifer Colacurcio |
| Alicia Braman | Anthony Kihoro | Shawna Bursten |
| Futsum Okunamlak | Scott Jendro | Rebecca Medina |
| Alicia McGee | Jennifer Lawler | Ato Apiafi |
| Michael Mehlman | Denise Connolly | Michael Duryea |
| Suzanne Wagner | Deshawn Witt | Peter Waithaka |
| Zachary Robtoy | Jacqueline Kosak | Daniel Rivera |
| Stephen Stetter | Aleric Hughes | Imelda Miles |
| Hector Loya Loya | Vina Hadyanto | Corin Wenger |
| Eric Sailor | Shakirat Kashimawo | Chantel Sheffield |
| Deanna Lee | Peka Tanuvasa-Puapuaga | Karlie Gibson |
| Travis Jeremiah | Mary Petelo | Riley Campbell |
| John Baker | Salifu Kamara | Mustapha Dibba |
| Larry Clay | Jacqueline Grava | Damte Mekke |
| April Sherman | Nancy Kessler | Melissa Hyman |
| Forrest Linear | Arti Raj | Mantegbosh Tafere |
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| Makalina Langi | Mary Mendoza | Kelly Morrell |
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| Jana Banjanin | Brandy Lindsey | Ivan Patrick |
| Kurt Ofsthus | Suzanne Cabrera | Dawn Nelson |
| David Ambrose | Stefan Zillioux | Anne Longin |
| Monika Hedstrom | Jude Walker | Trevor Youngquist |
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