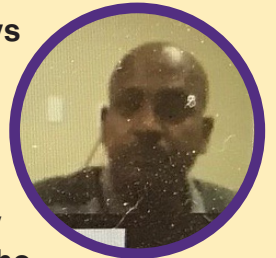


Moving Forward with Unity in Bargaining

This week, our bargaining team began negotiations with Cascade management with the goal of winning great contracts for ourselves and our coworkers at CBH. We showed up for one another, we updated management on our staffing needs, and we told them about the sacrifices we've all made in this pandemic. We stood together and welcomed in our newest members to the bargaining table and to SEIU Healthcare 1199NW — our social service department at CBH.

We spoke with one voice at the bargaining table about our sacrifices during the pandemic

"I believe I can make a difference in mental health. Every one of us plays an important role in addiction and the mental health crisis. This past year, the pandemic has shown to us we can overcome our problems and our differences and do a much better job. Our differences are not too big. We went through a lot and that makes us even stronger. That means we can work together, and that we can succeed. That is why I am here. I expect my employer to be fair, to be transparent, to know we are representing all the of the employees at Cascade. What we are proposing to you, we are presenting in fairness and open-mindedness. We expect to reach a contract agreement that meets mutual interests of employees and employer." - **Biniam Berhe, Nurse**



"This topic is a touchy and emotional point for me. A Covid outbreak started in Rehab and I was one of the nurses who got it. Management should have showed up better for all their employees. Management underestimated the severity of the pandemic. There were many times I came to work and was not provided with masks – there were no masks around. At different times I had to stack up masks I used from Costco. I was told by management even the masks from Costco, due to the population we served, I did not need to use them. When I contracted the virus, it was not just me, but was several staff. We lost a close friend I worked with in the social services end of the CBH due to Covid. I brought Covid home to my kids, my husband, my sister. None of this is easy to talk about – I'm very emotional. The hospital gave no recognition to employees like me, Carol, and Fadumo – we worked closely with Mark. At one point, we were updated by management not to say Mark Bloomberg's name as if he never worked there by our side 'till the end. Management failed to show any compassion or put any support, emotionally, on how it felt to lose someone after a failure of the hospital to take precautions due to the pandemic. We went to the CEO wearing stickers. They were really condescending to some staff, especially EVS, and management said, 'do you want us to replace you? Do we need to find people to do your job?' When you guys did not provide any staff at the hospital—nurses, EVS, social workers—any education needed to protect ourselves and our patients and our community. You need to take accountability in how you have failed in so many areas and could spread the disease in every unit. In rehab – seven staff and one who died, and at least 19 patients discharged in a month with Covid. Carol and Fadumo and I kept emailing you and emailing you and saying, you need to test patients. If there are no nurses, this hospital cannot run without nurses. In order to work as a team, you need to ensure that we work together as your top priority." - **Sara Moallin, Nurse**

Bargaining Team Members





“We were the last ones to know who had Covid. We take a major part in the company but are left behind. ‘Who cares about dietary?’ A lot of the staff at dietary, and we did not even know who had Covid patients. We went to all the floors to deliver food and did not even have enough protections or masks. All staff in dietary were told to buy our own masks because they did not have masks. When we asked for eye protection, they said, ‘only for nursing staff.’ We work as a part of the team and should be treated the same. We are not treated the same – always left back.

That is not fair. We do a lot for CBH. We always had short-staffed due to Covid. Before we were short and during Covid we pulled up and did extra work, but I do not think the management did anything for us. We should work as a team. I feel so bad that management is not taking this seriously. You should work with our team to be more transparent, so we know what is going around us, that way we can protect ourselves and the other patients at CBH.” - **Vijay Prasad, Cook**

“I work as per diem social worker in substance use areas. We are grateful to be included in this bargaining unit. The role we play is very significant. We provide intervention and group treatment for the patients. We do discharge planning for safe discharge, 1:1. We play a significant role, and we do not want to be left out, we want to be included and recognized by management as value member of this hospital and the newest members of SEIU1199NW. We support patient addressing substance use, rehab, work with patients to do safe discharge, and most importantly we do the intervention to change behaviors of our patients. Recognizing and observing behavior change in people as well as med management. I am saying all this, so we are included in bargaining process and recognized as the newest member of CBH SEIU1199NW by management because we are already welcomed by our peers and recognized as the newest member of SEIU1199NW at CBH.” - **Patrice Bishop, Therapist**



A health and safety committee that protects our ability to provide quality care



“The health and safety committee are very important to include all units and be more active than it has been at this point. We have seen some posters to ask staff to join but need more initiatives, management needs to step up and make sure that we get this committee going for us at CBH. It needs it to be active committee. Staff need to participate too, starting from myself, I would be interested in participating in this committee. As is, we have lots of safety issues on all units. We have lots of medical patients who should not be on psych unit and need medical monitoring.

These are not hospital beds and do not go up and down. Patients need two-person assists and we are breaking our backs to lift the patients up. In the Psych unit we cannot have medically compromised patients. It is big concern. We keep getting code blue seizures, bariatric, two-person assists – on top of staffing shortage. If we want these medical patients, maybe we should open a unit where we can have the staffing adjusted, like 3:1 staffing, if we want to admit these, I suggest that. Psych units do not have staffing to safely monitor these patients. Code greys – not enough staff. Lots of employees on light duty due to injury. We want management to hear our concerns and to act before something unchangeable happens to our staff or patients.”

- **Bethlehem Gebre, Nurse**

“As is we are admitting patient with medical issues. A 400-pound patient without enough staffing to support them physically if they are in need. Bed not comfortable for patients. No shower chair that can hold our patient. Patient cannot sit on shower chair or cannot stand that long to take a shower. This is unsafe for patient and for us. We do not have scrubs to even fit some of our patient – must wear a nightgown,

which is a safety risk for us and for the patient. Things not working and are old and not repaired. Sunroom leaks every time it rains. Staff must put a bucket there. That is risk for patient and us as staff. We put a trash cans to collect water, so no one falls. Nursing station door is broken for months and has not been fixed and anyone could walk in with no key. Medical room is there. This is scary for nurses.

Clogged sink is not fixed. Ceiling was broken by patient and is still there, has been for 2-3 months, and any patient can use that as a weapon against us and their peers. Safety committee is needed to address these needs and management needs to address all our safety issues. Management needs to be proactive — stop being reactive all the time after big incident that could have been prevented.” - **Lidia Abushet, MHS**



NEXT STEPS

OUR NEXT BARGAINING IS JUNE 15, 2021. WE LOOK FORWARD TO CONTINUING TO PUSH MANAGEMENT TO MEET ALL OUR NEEDS AND WALK AWAY WITH CONTRACTS THAT BENEFIT ALL OF US, INCLUDING OUR NEWEST MEMBERS — OUR SOCIAL SERVICE DEPARTMENT.