

We Are Standing Strong in Bargaining and Showing Up for Each Other

It's time for management to truly listen to our voices at the bargaining table and bring forth proposals that put safe care first — no more delaying. At our latest negotiation, we received two weak counter proposals from management, yet they had over a month to prepare and come up with thoughtful responses to our issues around staff and patient safety, ratios, fair wages that recruit and retain, and respect for our work.



“Higher-need patients that are having suicidal ideation – those patients need more intervention, they require time and many times one-on-one sitter, and still more support from other staff and personal interaction with these patients. So, when we requested one-to-seven patient ratio for MHT, it is to put the best patient care plan in place that our patients need so desperately when they come to seek support from our hospital. We as frontline workers owe it to our patient to put their safety first.” - **Fekadu Gebremichael, MHT**



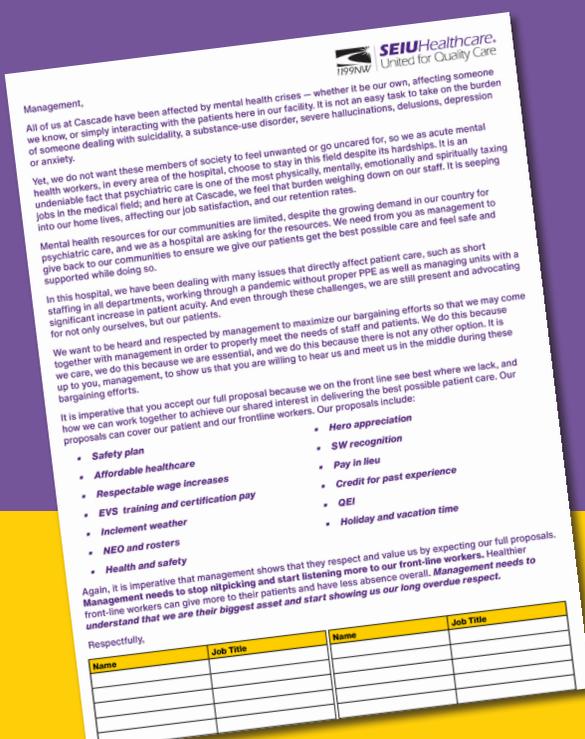
“Our mental health crisis is not for profit. Management needs to invest in our overall safety by accepting our safety plan, understanding that in order to retain staff, we need increased wages and affordable health. We have put a lot of thought into our proposals.”
- **Mandeep Grewal, Nurse**



“Management values profit over safety. We need management to realize that this is not a message that you want my peers or our patients to feel about you.” - **Hawah Aminzason, MHT**



“It is important that previous experience is counted so that that we can all start from an equitable base wage even if the title is different. If you are doing most of the same task, it needs to be counted. For example, we in dietary are cross-trained to do everything — the dishwashing, cooking, to be dietary aid and to do office work. It should reflect in our starting base wages, but at the present time it is not reflected.” - **Vijay Prasad, Dietary**



Add your name!

Talk to a member of the bargaining team to add your name to our letter to management.



We are going back to bargaining with management on July 13.