

Our Strength is in Our Unity

We stood together at the bargaining table this week to demand respect for our coworkers, and to call for proposals that raise the standard of care at Cascade. We are far apart on many issues, and that's why it's more important than ever that we take a stand with a collective, united voice and tell management that the front line of care, not the bottom line, should be the priority.

Management came to the table with weak counterproposals that won't help us recruit and retain qualified staff. Our proposals reflect what it takes to provide excellent care, and we won't settle for less. It's time for management to show they value our work and respect our experience!



"Hearing employer saying at the bargaining table that they might use disciplinary action over our love letter to management – it does not create a bridge and bond." **Fekadu Gebremichael, MHT**



"We understand that management is using divide and conquer game, we are not falling for it, we know how important housekeeping is to all our members. Housekeepers are not scared of management because we understand that all the members have our back. You cannot just come to the table talking about subcontracting us out!" **Elizabeth Mokamba, Housekeeping**



"Management has shown disrespect to its employees over and over again in many ways. Management said, 'not interested in your safety.' Management has forgotten that employees are the biggest assets for this hospital. Now the disrespect is in full display. Management is saying, 'you do not deserve a wage increase of more than 1%.' At a time when turnover is high, when cost of living is skyrocketing and when other hospitals treat their employees better, you are not counted as important. So, it is time to buckle up and stay united and stronger more than ever. We need our future action votes to be 100%." **Biniam Berhe, Nurse**



"We are trying to find common resolutions to meet everyone's need. The current level of dysfunction requires a team approach for intervention. We are not being heard or shown respected by management." **Diane Joyce, Nurse**

	Union Proposal	Management Response
Hero Appreciation Bonus	Upon ratification, every employee will receive \$1,000 to show appreciation for our work during the pandemic.	Not interested
Wages	Effective July 1, 2021: 7% across the board Effective July 1, 2022: 6% across the board Effective July 1, 2023: 5% across the board	2021: 1% 2022: 1% 2023: 1%

Next steps:

We will show our unity with a sticker-up next week and begin preparing for an upcoming action vote to take our message to the community. Talk to your delegate or organizer to learn more and join the action!

