

The State and Federal Government Affirm Our Strike

We've been on strike since August 2, 2021 because:

- ☒ We know what safety looks like
- ☒ We value our lives
- ☒ We know what we need

Seeing each other every day on the picket line affirms that our lives are valuable. We are not disposable. We are worth fighting for. We've been striking and picketing without the additional support of the federal government and the state government, both of which have been investigating our allegations that Cascade is unsafe. Now, we know that they agree with us.

NLRB supports our actions

The National Labor Relations Board has informed us that we are legally on strike and that people can not be fired or intimidated for legal union action. They have also informed Cascade of this decision. Cascade must now choose if they are going to continue to violate the law with their actions or not.



"We said safety is first and now we are supported by the NLRB that we have a right to strike for our safety. So to make sure that safety is assured, we will fight. What ever it takes. When we fight, we win." **Mender Misghina, RN**

"Hearing from the NLRB that our strike is legit shows our efforts are really working. We are the cornerstone for change in the healthcare industry." **Meseret Amare, Mental Health Tech**



Labor and Industries: "Cascade is Unsafe"

After a long a detailed investigation, the state agency, LNI, has told the union and management that Cascade will be cited and penalized for safety violations. Among the five serious and general findings, was a statistic that workers at Cascade are much more likely to be assaulted that at other healthcare and behavioral health facilities.



"This place is unsafe. I am so glad its brought to the attention of the public now and that the state can see it too. A safe workplace is vital in order to deliver quality patient care." **Sara Moallin, RN**

Another great day on the picket line

Rain or shine, we are here for each other.



We Unite and Persist – Both at the Bargaining Table and on the Picket Line

It's all about Safety

We reiterated our staffing proposal which sets ratios for RNs and MHTS as well as creates the expectation for patients to be placed in appropriate units. We told the mediator how important adequate staffing is for safe care. We also defined the Security tech position and shared a proposal of the job description.



“At bargaining today, we were asked what we mean when we say we need security techs. We are hoping that they will listen to us this time.” **Eioj Teklie, MHT**



SAFETY AND SECURITY IS A NO BRAINER!

Cascade Security Tech Job Description

The Security tech provides security services, access control management, and culture of safety in buildings, parking lots and grounds while ensuring the safety & security of employees, patients, clients and visitors. Acts as an ambassador of safety, the environment of care, and the culture of safety.

Position Requirements

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Experience - minimum 3-5 years security experience

Qualifications:

- Trained in verbal and physical de escalation on and on how to respond to code grey situations
- Ability to communicate well
- An understanding and experience with trauma informed care
- CPR certified & certified in safe restraint methods
- High School or GED equivalent.

Physical requirements:

- must be able to lift 75 pounds
- requires full body range of motion including the ability to reach from floor to overhead levels, manual and finger dexterity and eye and hand coordination
- Must be able to sit and stand for long periods of time and sprint a minimum of 100 yards
- Must be able to restrain and physically apprehend individuals as required and be able to conduct normal security business during and immediately following exertion. standing, walking, sitting for long periods of time; kneeling, squatting, and stooping; running for brief periods of time; and go up and down stairs.
- Must have emotional control, integrity, professionalism, reporting skills and compassion.
- Multilingual candidates preferred

Duties include:

- Provide first response to an emergency situation occurring on campus including “code” calls throughout the campus as dispatched by taking directions from the nurse leading the code.
- Safety rounds in the hospital and by participating in Client/patient risk review with the charge nurse on each shift about the milieu and patient risk review, including inspection of door security
- Assisting in initial body check upon admission for aggressive patients
- Maintain order and behavioral compliance in treatment areas
- assist the nurses in the administration of compelled medications prescribed by a physician
- Enforce agency policies and maintain a visible presence on campus
- Promote a safe, calm and secure environment with supportive care that is trauma specific and promotes recovery and wellness.
- protect employees and patients from acts of violence from uncooperative patients.
- inspects patient quarters for contraband
- Monitors all parking lots and common areas within the campus grounds, and carries for a radio
- Provide security support to staff, clients, patients, and visitors as needed --including escorting staff/patients to/from parking lot, provide support during patient transition periods as requested by staff etc.
- Monitors security cameras
- Apparel that distinguishes the staff as a team and from patients (e.g. green polo and black jeans) and the care team that says “Security Tech” or “Code Response” or “Incident Response Team” or “Crisis Response Team”
- Supports a system-wide understanding of trauma prevalence, impact and trauma informed care.
- Demonstrates a commitment to cultural competence.
- Attend Monthly EOC safety Committee
- Attend monthly All Staff Meeting
- Follows organization infection control policies and procedures. At risk for exposure to blood borne pathogens.

Upon acceptance of the position, The Company will provide at least 40 hours of training in verbal and physical de-escalation, use of restraints, and best practices in caring for patients who may be violent, to each Security Tech. This will include the two day Handle with Care training and Organizational Equity and Inclusion Training.