

# Victory!

## We Overwhelmingly Voted to Ratify Our Historic Contract that Guarantees Safety at Cascade

With a nearly unanimous vote, and because of our powerful display of unity after 15 weeks on a safety strike, we ratified a contract that guarantees unprecedented safety standards for ourselves and our patients and raises the bar on quality care. Our unity and courage sent a strong message to Cascade management: it's time to fix for-profit behavioral healthcare, starting with Acadia Healthcare.

We rejected Cascade's for-profit cost-cutting and stuck together to guarantee workplace safety!



### What We Won

#### Our safety is a priority

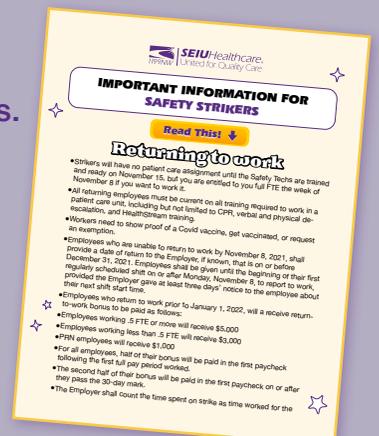
- 🚨 Starting November 15, 2021: Safety Techs will have no patient assignment.
- 🚨 Three Safety Techs on days and two on nights.
- 🚨 Safety Techs will provide timely response to emergency situations, have 3-5 years security experience, be able to lift 75 pounds, support impact and trauma-informed care, demonstrate a commitment to cultural competence, and be trained in verbal and physical de-escalation techniques.
- 🚨 In the event of a vacancy, there will be agency staff filling the Safety Tech role.

#### Protections for safety strikers

- 🚨 No patient care assignment until the Safety Techs are trained and ready on November 15, but we are entitled to our full FTE the week of November 8 if we want to work it.
- 🚨 Employees who return to work prior to January 1, 2022, will receive return-to-work bonus to be paid as follows:
  - Employees working .5 FTE or more will receive \$5,000
  - Employees working less than .5 FTE will receive \$3,000
  - PRN employees will receive \$1,000
- 🚨 We protected our accruals, seniority progression, sick leave, and vacation eligibility.
- 🚨 Health insurance benefits will be reinstated, and we ensured continuity of insurance eligibility.
- 🚨 No corrective actions against striking workers.
- 🚨 No retaliation, reprisals, discipline, or adverse action of any kind due to our participation in support of the strike or union activities.

Check out the full document:  
**IMPORTANT INFORMATION FOR SAFETY STRIKERS**

<https://1199nw.org/3wGwzrF>



# What We Won (continued)

## Meaningful wage increases

- 🎉 Effective July 1, 2021                      6%            ATB
- 🎉 Effective July 1, 2022                      4%            ATB
- 🎉 Effective July 1, 2023                      5%            ATB

## New holidays

- 🎉 Juneteenth
- 🎉 MLK Day
- 🎉 One personal holiday

## Safe staffing and maximum patient assignments

We have new commitments to ensure that we have the right staff to care for patients. In addition to the Safety Techs, we secured:

- 🎉 No patient assignments for the charge nurse.
- 🎉 Every effort will be made that 1:1 sitter assignment will be in addition to the staffing matrix. When there is more than 4 Q5 check patients on a floor, the MHS staffing will increase.
- 🎉 For day and evening shifts, maximum patient assignments will be as follows:

Unit	RN:Patient	Tech:Patient
General	1:7.5	1:12
Gero	1:7	1:7.5
Rehab	1:14	1:16
Acute 2W and 3W	1:8	1:12
Detox	1:7	1:16

## Respect for our humanity

- 🎉 A mediated process to address hurt and discuss equity and racial justice.
- 🎉 Religious accommodations for those who need space and time to pray during our shifts.
- 🎉 An agreement to inform the union of any ICE (Immigration Customs and Enforcement) raids.
- 🎉 A new process for dealing with weather crises that is safe and fair for everyone.
- 🎉 An agreement to COVID safety, including the testing and notice we needed during 2020 to prevent the death of our co-worker.
- 🎉 No subcontracting so we don't have to needlessly worry that they will replace our work with an outside company.



## Why were we successful? Because of our unity and courage!



### Our next steps

- ➔ The contract documents will be carefully reviewed, signed by both parties, and distributed as both print and electronic copies when complete.
- ➔ Stay in touch with our bargaining team over the coming weeks about next steps to implement our groundbreaking contract.