



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

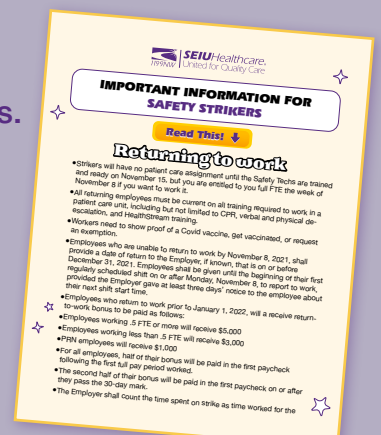
- 🔔 Starting November 15, 2021: Safety Techs will have no patient assignment.
- 🔔 Three Safety Techs on days and two on nights.
- 🔔 Safety Techs will provide timely response to emergency situations, have 3-5 years security experience, be able to lift 75 pounds, support impact and trauma-informed care, 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.