

We're United in Our Message that the Status Quo is Not Enough!

- ★ We have given all of our proposals to management to show them the path forward to improved recruitment, retention, and working conditions for all workers at CHC.
- ★ Management came empty handed to the bargaining table. We are working hard to bring proposals and counter proposals to bargain in good faith, but management is not holding up their end of the deal.
- ★ We are ready to take action if necessary to win the contract we deserve for our patients and ourselves. Our next bargaining session will be in January.



"You came last week and said let's keep things as is. You talk about collaboration and we have such high standards for you all. It's disrespectful to say let's keep things as is. When it comes to things like security and us wanting to stay safe at work. Your response is really surprising." - **Mary Lane, Lakewood Clinic**

"I think on both sides we want to come with open hearts to negotiate. As delegates, our members have a lot of questions that we don't have an answer to because it's not in our contract. So that's what we've brought you, solutions. We're trying to find a middle ground. Our coworkers are paying attention to what's going on here. We're deeply committed to our patients and the organization's mission. But if you feel nothing needs to be changed, that's not really a negotiation." - **Faith Homan, Parkland Clinic**



"You keep saying all of our problems were just because of COVID, but that's not true. You also said the paragraphs in our contract have been working for years, but we have more people and more buildings so issues are arising that we want to fix. We also have learned a lot from the past pandemic so we should use that info going forward and make sure we have a commitment to paid admin leave when we get a communicable disease at work or are required to stay home to keep our patients safe." - **Allison Cockrill, Milgard/Eastside Clinic**

continued on flip side 

We took action to uplift our bargaining priorities and let management know we do not want to keep things as they are. We want to see improvements!

Every clinic wore their stickers to show their support for the bargaining team and that we're united behind our proposals to make CHC the best place to work and receive care!

