



# Victory!

## CHI Rehab is United for a Voice



As healthcare workers, we committed to building an organization with a united voice for safe patient care. By communicating our shared values and concerns across the hospital, we have been able to build our union and win our election with a strong mandate for a better future for our patients and our team.

We made our commitment to stand together, and we achieved a decisive victory, 58-1. We know we can stick together and trust each other – that's how we will win a great first contract! We look forward to developing a renewed relationship with management and working together to ensure our hospital is the best place to give and receive care.



"We won our union! This win is for all of us. We had the courage to stand up for what we felt was right for ourselves, our colleagues and our patients. Now we can finally be recognized as true stakeholders and have a seat at the table. I hope when it comes time to get

to the bargaining table, we can all uphold our core values through actions. That we can champion patient care, do the right thing, embrace individuality, act with kindness and empathy. Together we can make a difference and create a positive work environment."

**Lily Avila, LPN**

"I am very proud of what my team has been able to accomplish. Time and time again we come together and succeed in supporting each other and our patients. In the eye of disparity, we rise to the occasion time and time again."

**Will Burns, LPN**



"I am proud to be a part of this union to cultivate a positive work environment, safe patient care, and ethical practices. The staff on the frontlines deserve to be protected and respected in order to provide the best healing journey for our patients. We hope to collaborate with our leadership in a positive way to help CHI Franciscan Rehabilitation hospital be successful for everyone."

**Mollie Kadlec, OT**



"We won by an overwhelming majority of support! Each of our ideas is critical to building a strong, working relationship with administration. Let's move forward united as a team."

**Oliver Millsaps, CNA**



"As I will continue to say, I am so lucky to work with such a strong group of health care workers. It is all the effort that YOU put into this that made a positive change. We all want the same thing; to be treated with respect. We have made our voices heard. We NEED our hard work acknowledged by being compensated fairly. By unionizing, we are taking a step into creating a positive work culture and climate. I am honored to be leading and paving the way for a better workplace. It would be nice to see management and corporate work with us and accommodate our basic needs, since they have failed to be assessed and cared for so long."

**Jenny Mackenzie, LPN**



## Next Steps

**1**

### Defining our priorities

First, we will fill out bargaining surveys and membership cards to prioritize the improvements we would like to win in our new contract.

**2**

### Electing our bargaining team

Each of our departments will elect our coworkers to negotiate our contract with management. It'll be important that all of our professions are included at the bargaining table.

**3**

### Negotiating our contract with hospital administration

Our bargaining team will work with administration to achieve the best contract possible.

**4**

### Ratifying our contract

We will review the contract our bargaining team negotiates. If we feel it's right for our hospital, we'll vote to ratify it.

**We will not pay union dues until after we see what we've won and voted to ratify our contract.**