

# We're growing our voice and our unity

Participating in our union by filling out a bargaining survey and being part of the bargaining team is what it takes to organize our priorities and build our strength as we prepare for negotiations. The bargaining survey identifies what the priorities are to our members and tells the bargaining team what improvements we need to make to negotiate.

The road to a new union contract begins with participation from all of us. Next step, we fill out a bargaining survey which serves as our collective input which will provide our elected bargaining team with the knowledge needed to craft a proposal package that reflects our collective values and priorities.



## Building Our Team

✓ It's also time for us to complete the process of nominating a strong **Bargaining Team** and **Contract Action Team (CAT)**. Communication is key to winning a stronger, better improved contract.

✓ The bargaining team is made up of members who commit to representing and leading their co-workers in a fair, responsible manner by attending Bargaining Team meetings, negotiating at all sessions, and leading workplace actions to demonstrate our unity throughout the hospital. Fill out a bargaining team petition if you are interested in being on the team. Then get your coworkers to sign the petition showing that they support you to represent them and your unit.

✓ **The Contract Action Team (CAT)** is our broader leadership team which is instrumental in supporting the bargaining team and the in-between connection from our BT and members in each unit. The CAT team also helps lead actions in our hospital such as our Purple days, sticker-ups, signing petitions, etc. to demonstrate our commitment and unity for our bargaining priorities.



## Steps to Getting a Great Contract



07

Ratify Contract



06

Bargain a Strong Contract



05

Membership Proposal Ratification



04

Develop Contract Proposals



03

Nominate & Elect Our Bargaining Team



02

Survey Our Membership



We are  
HERE

01

Become a Member





“It is so important for each department to have someone at the bargaining table because, while there are so many overlying common issues between departments, no one knows the intricate details and struggles each department is facing on a daily basis better than the people who live it. We are the professionals in each of our fields and having representation from each department can help us better advocate for specific issues that directly affect our department’s work conditions, pay, benefits, etc. Having such a diverse team that can represent each department within the company can ensure a broader range of concerns are addressed at the bargaining table, everyone is heard, and that no department is left out.”

**-Alexandra Torres, Pharmacy Tech, Pharmacy**

“It’s almost time for bargaining! Make sure you and your coworkers’ voices are heard. St. Clare Hospital has been through a lot the last few years. Let’s show our solidarity, unity, and collective strength by having representation from each department at the bargaining table.”

**-Laura Wachendorf, HUC, PCU**



“For 17 years I have been one of your union leaders and have sat on 5 bargaining teams. It’s important to get involved in bargaining negotiations. During the pandemic, nurses and their families were treated WAY BETTER (extra money for taking more shifts, working and receiving steady hours, etc.) while the rest of us were having hours cut, put on furlough to receive unemployment that had to be paid back, areas went without staffing due to cost cutting. Now, management is trying to do MORE with less staff to save money and put patients in harm’s way. This will be my FINAL go round at the table and I am willing to give up my time to fight for us and our families.....what are you going to do about taking care of your family?” **-CJ Gist, Perioperative Support Technician**

## Join us: Fill out your Survey Soon!

Don’t forget to fill out your bargaining survey. It’s important that we fill these out so that our unity and our experiences at the hospital is heard, and to help our bargaining team know what we want in this contract.

**Scan the QR to fill out the bargaining survey**



<https://1199nw.org/4bYfDAy>

**We are stronger together. Scan the QR to become a member today!**



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