



We Are United and Ready for Action!

An overwhelming majority of us voted **YES** to authorize the bargaining team to call for public actions, up to and including an informational picket. This vote reflects our collective determination to stand up for fair wages, a safe work environment, and the respect we deserve as healthcare workers committed to quality patient care.

Despite our best efforts at the bargaining table, management has failed to make enough progress on critical issues. They have proposed wages that fall short of what we need to recruit and retain skilled workers. It's clear that management has not listened to our concerns, nor have they made sufficient moves to ensure our safety or recognize the value of our experience.

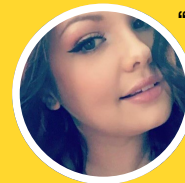
It's time to call on our community, neighbors, elected officials, and other union members to stand with us to get a strong contract now!



"The only way out is through, and the best way through is together. We are strong and united."

Arthur Notter-Van

Vorst, Transporter



"When we tried to talk to the management team about our need for real wage increases, their attorney stated we

'live in a fantasy world.' We have researched and know living wages are needed here, in Bellingham. It is time to show PeaceHealth and their attorney that the community stands behind us." **Gabby Madeiros, OB Surg Tech**



"PeaceHealth needs to pay wages that respect our years of experience and dedication to healthcare. If they want to recruit and retain highly trained staff, then they need to pay wages that reflect those intentions." **June Wilder, Echo Tech**

Tech

Know Your Rights: Weingarten Rights

If you are ever called into a meeting with your manager that you think might lead to discipline, you have the right to have a union delegate represent you. This is called your Weingarten Rights. These rights protect you during any meeting that could result in disciplinary action. Management must inform you of your right to representation if the meeting could lead to disciplinary action, but it's up to you to request it.

If called into a meeting with management, read the following to management or present the Weingarten Rights card before the meeting starts:

If this discussion could lead to my being disciplined or terminated or affecting my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.

Ask your Delegate, Bargaining Team (BT), or Contract Action Team (CAT) member for Weingarten Rights cards. Always keep one with you so you are always prepared. Management won't do the right thing unless we know our rights and hold them accountable.

