

# It's time to invest in us and the care we provide

We are united to win a contract with improvements in safety, a voice in staffing decisions and case load sizes, and wages which are equitable for everyone at DESC. Our bargaining team has met with management and presented our priorities to help us attract and keep staff and make DESC a great place to work and receive care. We have worked hard to win increases in funding at the state level and are fighting for major increases in funding from the city of Seattle. Unfortunately management has presented a wage proposal which fails to address the needs of our lowest paid staff and has rejected our proposals for a staffing committee and our demands for credit for past experience in promotions. We are confident that we can reduce costs and increase funding so that staff can have a voice in staffing decisions and earn livable wages for everyone who works at DESC. Our bargaining team has been working hard but we will not win a contract that invests in all of us unless we are united. Be in touch with your bargaining team member about next steps (see list on back)!



"Our wages and safety are important. Many of us have to take care of our families. We could be making a lot more at other agencies

but we choose to work at DESC. We have a dangerous job and our risking our safety for low pay. We need DESC to do better."

**Asha Sheik-Ali, Lead Janitor, Downtown**



"Management needs to appreciate that some of our lowest paid workers are the ones who keep the gears moving at

DESC. There is a lot of talent here, and their effort needs to be rewarded."

**Jeffery Poso, Maintenance**



"We have presented management with well thought out comprehensive proposals to improve DESC. We need a

staffing committee to alleviate some of the stress around minimum staffing, and case load sizes, which help us provide quality care for our clients. At the end of the day we need to help ourselves to help our clients. Our concerns should not be ignored. We need everyone's support to turn the tide with management. Support our bargaining team by donating PTO and keep in touch for next steps to help us win a contract!"

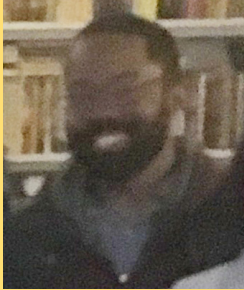
**Julie Nordgarten, MO, Project Assistant**

Issue	Our proposal	Management's proposal
<b>Wages</b>	<ul style="list-style-type: none"> <li>10%-17% increases across the board.</li> <li>Annual cost of living increases</li> <li>More Steps</li> <li>Swing and redeployment Differential</li> <li>Holiday Pay</li> </ul>	<ul style="list-style-type: none"> <li>Uneven wage increases with some of our lowest paid members receiving as low as 2%</li> <li>No annual across the board increase on a three year contract</li> <li>Redeployment Differential of .50 (as of April 5th in response to our proposal)</li> </ul>
<b>Benefits</b>	<ul style="list-style-type: none"> <li>Fully Funded ORCA Card to help us cover transit costs</li> <li>Employer Contribution to Dependent Coverage</li> <li>Student Loan Repayment</li> <li>Increased Education Funding</li> </ul>	<ul style="list-style-type: none"> <li>DESC to contribute \$29 to an ORCA card (as of April 5th in response to our proposal). This is a good first step but we need to see full funding.</li> <li>No Dependent Coverage</li> <li>No Student Loan Repayment</li> <li>No Increase in Educational Funding</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>A staffing committee to address minimum staffing and caseload sizes</li> </ul>	Rejected proposal
<b>Safety</b>	<ul style="list-style-type: none"> <li>The right to refuse unsafe tasks</li> <li>Increase training</li> <li>DESC to cover the cost of Bed Bug Treatment</li> </ul>	Supervisors will provide "guidance" on safety and bed bugs but still leaves us with the cost
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Past experience to count towards degree requirements when applying for promotions</li> <li>Trained delegates to mediate conflicts</li> </ul>	Rejected proposals



Our bargaining team is:

- Andrew Coak, Main Shelter, Housing Assistance Case Manager Days
- Howard Bess, Mobile Crisis Team, Nights
- Katelyn Morgane, SAGE, 216
- David Baca, Nav Center, Swing
- Stephen Dunmore, CSS, Interbay
- Julie Nordgren, Project Assistant, Morrison
- Michael Swann, PACT, Wall
- Jeffery Poso, Maintenance
- Asha Sheikh-Ali, Janitorial
- Robert Bash, Shelter Counselor, QAS, Nights
- Patricia Towers, Admin, 515
- Cassy Petz, Residential Counselor, Canaday, Swing
- Alyssa Faella-Aversa, SAGE, Wall



“A lot of people at DESC would love to stay around. We just need some incentives to help ensure that we can afford to live in this city. Almost everybody uses

the bus to get around, having a fully funded ORCA card is very important. If we have an ORCA card it would help ensure longevity.”

**Michael Swann, PACT, Employment Specialist**



“DESC needs to resect everyone who works here. I have worked every major holiday since I started at DESC three years ago. Holiday pay, swing shift and

redeployment differentials would show us that management respects what we do and the sacrifice we make. We are behind the times when it comes to opportunities for advancement for staff without higher education degrees. It is time for them to catch up. Management needs to take our proposals seriously. Donate PTO and keep in touch with our bargaining team about how to show your support.”

**Cassie Petz RC, Canaday Swing**



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