



Voices United for Power

OUR UNION DIFFERENCE



SEIUHealthcare.
United for Quality Care

Compass

United, we have won fairness, quality client care, and living wage jobs

By being united in SEIU Healthcare 1199NW, we have raised the standards for our jobs and for the care for our clients and the communities we serve. Together we win by solving problems at work and raising standards through our contracts—we stand together and speak with one voice. That's how we have been able to change things for the better—and we will continue to win as long as we stick together.

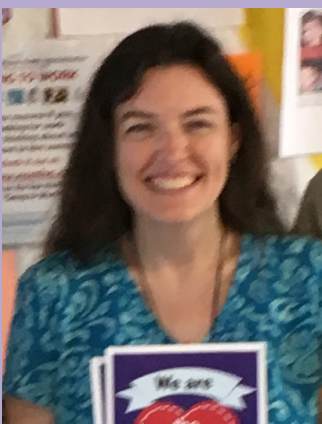
We have taken powerful actions to hold Compass Health administration accountable to the needs of our clients and our families. In 2014 we took action in an informational picket to share our message with the community and we did the same in 2015 in Bellingham. Through our unity and collective action we had the power to win wage increases to help our families and to keep and attract staff.

We have a track record of winning and we need to stick together to keep it going. Talk to your delegate to find out how you can get more involved in building a better Compass Health and a better behavioral healthcare delivery system in Washington state.



Wages that recruit and retain staff

We know that to recruit and retain the most skilled and experienced clinicians and staff we need to a living wage. That's why we took action by signing petitions and telling our stories to move Compass Health to a \$15 starting wage for every Compass employee!



"It's distracting to try and support our clients while worrying about basic needs because so many of us were not making a living wage. As I talked to more of my colleagues I found out that this was not only a problem in my program but in many teams within Compass Health. Through our union we organized around the issue and many of us signed a petition that we then delivered to management at various worksites. Our unity worked because soon after management agreed to \$15 for all Compass employees!"

Caera Aislingeach Gramore, Clinician 1, GROWTH Center, Bailey Building

"Together we have the power to raise industry standards for our families, our clients and the communities in which we live and work. Through our unity and collective struggle we have made big gains like our recent win of \$15 per hour for every Compass employee and big raises between 2 – 4% every year. But we know that there are more gains to be made and that's why I'm recommitting to be an active and engaged union member. Join me in keeping our union strong and recommit to doing your part to make Compass the best possible place for our clients to receive care!"

Gail Estes, RN, Whatcom Triage

"Our picket in 2014 sent a powerful message to Compass Health. Our unity made this past contract negotiation the smoothest and most successful one I have seen at my time at Compass. For me the increase in night shift differential and the guaranteed 8% of total raises means financial security for me. When we all stick together and work collectively, we can really make positive change."

Becky Spooner, Psych Tech, Mukilteo E&T