



OUR UNITY AND ACTION WORKS! We Voted YES to Ratify!

We stuck together and in this contract re-opener won wage increases for all! We are working to make CCS the best possible place for our clients. Recruiting and retaining quality staff is key to making sure our clients receive the best care. These wage and standard increases are a step to ensure lower turnover and fair compensation for the emotionally taxing work we do.



Our Gains:

- 2% across-the-board wage increase effective January 1, 2018.
- \$120 bonus, pro-rated by FTE, for all those who do not take call.
- WISe on-call staff compensated at their regular (or overtime) rate of pay, in 30 minute increments, for time spent on the phone, retroactive to September 1, 2017.



“Together we gained important improvements for clients, ourselves, and our families. High turnover is distressing for our clients but as we raise standards we can improve retention. Collectively we can make even greater improvements when we bargain our full contract this summer!”

Courtney Pratt, Child and Family Therapist, Bellingham

Next Steps: Behavioral Health Lobby Day January 11 • Contact a Delegate to Attend