

DESC members vote YES on wages, staffing, safety, and respect

Because we stood together and took action in unity, we won a new contract which raises wages for everyone and gives us a greater voice in our work at DESC. This contract is a huge step forward. To keep moving forward, we need to continue our work to support our union, fight for funding for our services, and make our voices heard!

What we won

Wages that recruit and retain	<ul style="list-style-type: none">Wage increases to every job class effective on pay period after ratification.<ul style="list-style-type: none">No one at DESC will make less than \$16.32 an hour.DESC to increase contribution from \$4 to \$29 on employee ORCA cards.Redeployment differential of \$1.00/hour for all staff redeployed.\$100 contract signing bonus for everyone on 07/25 paycheck.
Safety that respects our commitment	<ul style="list-style-type: none">DESC will add bedbugs and pests to our safety language and will supply effective treatment supplies for staff who take home bedbugs or other parasites.We have the right to refuse unsafe tasks.Regular inspections of all safety equipment at every site.Improved and consistent training on safety and OSHA guidelines.DESC to create consistent protocol across programs for infectious disease and ability to call in outside biohazard teams.
Staffing that honors our voice at work	<ul style="list-style-type: none">Dedicated monthly review of staffing and caseload concerns through our Labor-Management Committee.
Respect that recognizes differences and provides equity and inclusion	<ul style="list-style-type: none">Strong anti-racism language in our contract including tracking the number of discipline by race, selecting an anti-racism training, creating of a plan to hire and promote staff of color to leadership positions, and hosting a yearly forum for staff of color to discuss concerns.DESC and union members on the ESJ will create a process for mediation and conflict resolution through consensus in the next six months.DESC and our union will create a plan within the next three months for work experience to count towards degree requirements.Giving more opportunities for promotions.DESC to notify and negotiate with union members the effects any program restructure.Monthly review at our Labor-Managements Committee of staff suggestions for saving money.Gender-neutral language in the contract.Consistent language on recall rights to ensure we can keep the same shift in the event of layoffs.



“We won some of the strongest anti-racist language in our union and we will reach a solution to deal with conflicts

and cultural difference through consensus. I’m proud of this contract. This new contract gives us a real voice in our work place.”

Patricia Towers, Admin Assistant, 515



“We were able to make sure that management recognized our right to have a say in our staffing and caseload sizes

and over restructuring of our programs. This contract gives us a voice at the table in staffing. We can now hold DESC accountable to make sure we are fully staffed at all locations.”

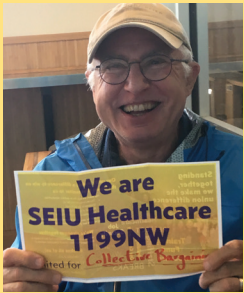
Julie Norgandern, Project Assistant, Morrison



“The workers who make the gears at DESC run have a lot of good ideas on how this agency can save money and improve

safety. This contract gives us a voice and helps us hold this agency accountable to us.”

Jeffery Poso, Maintenance, Neighborhoods Team



"Finally DESC management listened to our safety concerns. We were able to put in place the first steps for creating a much safer environment.

It's great we were able to push management to recognize that bed bugs and other pests are a major problem at DESC. We are going to build off our new language to ensure that our co-workers are safe at work."

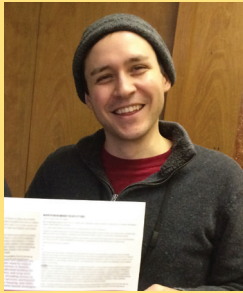
Steven Dunmore, CSS, Interbay



"I'm proud of the wages we negotiated and the fact that we were able to get redeployment pay. This contract will make a real difference for the

people I work with."

Rober Bash, Shelter Councilor, QAS



"We were able to push management to raise the wages of the lowest paid workers who do some of the hardest work in this agency. I'm proud of the wage

scale we negotiated!"

**Andrew Coak,
Housing Assistance Case Manager**

Next steps:

- Sign contract, distribute contract (August/September)
- Delegates trained and supported to enforce contract and welcome new members at new employee orientation (August September)
- Building and supporting our committees
- Planning our advocacy—Fall municipal budget cycles, prepare for Legislative session



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