

Our actions are making a difference — we need to keep going

We have taken action all through this summer and CCS has seen our unity. We signed and delivered a unity letter, went to open bargaining, and wore stickers across CCS NW. We're moving CCS and we made good progress at the table to raise standards in our agency, but we have more to do.

We need CCS to invest in us and the care we provide to clients. We need a training fund to bring the best evidence-based practices and funding for continuing education so we can serve our clients. We need improved women's healthcare so that we can take care of ourselves. We need CCS to make a commitment to neutrality and to equity and inclusion so that our workplace is supportive to all staff and clients and everyone has a voice at work. We need competitive wages to recruit and retain staff across the region. Together, improvements in all of these areas will improve CCS for staff and raise the standard of care we are providing to clients.

Talk to your bargaining team member about next steps.



"For me, the most important parts of our new contract should be coverage for women's health care and wages that allow me to live with dignity and continue serving our families. I've lobbied in Olympia, signed petitions, shared my story at open bargaining and worn a sticker to show the administration how important these issues are for me. Catholic Community Services success is dependent upon hardworking, compassionate, dedicated staff and we deserve the same respects and dignity we provide our clients daily. Please join me in our next actions to ensure we achieve the improvements that we need your voice, your story has power!"

Jorden Rosa, WISe Whatcom



"All of us at CCS need to be united to show the administration that we need a good contract now. Talk to me and all the other bargaining team members about our next steps."

Bart Wheaton, Everett Recovery Center

Next Bargaining Dates:

October 9
October 24



We need wages at CCS to recruit and retain

Putting clients first means ensuring we have the staff we need. To recruit and retain great staff, we need a contract that invests in us and care. In 2017 26% of our case managers, CDPs, and clinicians voluntarily resigned because working at CCS was not sustainable. That meant clients had to move from person to person or dropped out and those who stayed had to take on unmanageable caseloads. We know that many of us cannot support our families or pay our rent at our current wage rates.

In 2017 26% of our Case Managers, CDPs, and Clinicians voluntarily resigned

We need better wages in order to live in the communities in which we work.

Hourly wages needed to rent:	Skagit	Snohomish	Whatcom	Three county average
studio	\$12.58	\$26.21	\$13.60	\$15.88
one-bedroom	\$14.38	\$29.40	\$15.19	\$17.78
two-bedroom	\$18.65	\$36.12	\$19.77	\$22.55
three-bedroom	\$26.25	\$52.29	\$28.75	\$32.49
four-bedroom	\$29.48	\$61.90	\$34.83	\$38.33

*Data provided by National Low Income Housing Coalition

Key issues still to be resolved

Our proposals to move us forward	Administration response
3.5% yearly across the board wage increase to everyone retroactive to July 1	2% yearly across the board wage increase effective at ratification
15 year step and grade scale with at least 3% yearly increase retroactive to July 1	2% yearly longevity increase effective at ratification
Market adjustments for jobs below the average rate	2.5% yearly increases only for BHO-funded staff (they are providing a list)
jointly administered training fund — 1% of payroll to our fund	Rejected
Neutrality to organize new members into our union so that we all have a voice in our work	Rejected
Organizational Equity and Inclusion:	
Training on paid time for all union members and managers	Rejected
Data sharing on promotions and disciplines	Rejected
Joint work with our labor/management committee	Labor committee only to deliver recommendations to management
Bridge for Women's Health	Rejected



Our bargaining team

Rob Robertson, Everett Family Center
 John McAlpine, Everett Family Center
 Bart Wheaton, Everett Recovery Center
 Veronica Villalobos, Skagit Recovery Center

Courtney Pratt, Grocery Building
 Michael Plummer, Grocery Building
 Cheryl Schuman, Everett Recovery Center
 Muriel Reiner, Everett Family Center



SEIUHealthcare.
 United for Quality Care