



# United as one, united for the future

We are all in one union now — our co-workers bargained their first contract uniting all of us in our union. The wage improvement, ratification bonus, and rights we won under our agreement will help us keep our great co-workers in maintenance, ASR, housekeeping, peer support, and on-call/per-diem jobs. We won this great settlement, joining all of us into one union, by sticking together and taking actions showing our unity and strength.

Now that we are united as one CPC we are bargaining a new contract that covers all of us. In order to improve recruitment and retention we need to win wages and benefits, as well as, "successorship" language that protects our rights including our wages, benefits, and seniority if CPC is sold to another employer. Our proposal to management improves wages and captures the money we won from the state legislature, creates a new student loan repayment program and more education opportunities including supervision for licensure. It also makes healthcare more affordable for our kids and protects the care we give if we merge or are bought. In order to win our proposals to improve retention and client care we must remain united.

Our next bargaining date is Wednesday, November 19, keep in touch with your bargaining team for important updates from each bargaining session.

## Our proposals for better care through recruitment and retention of great caregivers

- Legislative money effective 7/1/2018: 5%
- Across the Board increase effective 10/1/2018: 4
- Across the Board increase effective 10/1/2019: 4
- Across the Board increase effective 10/1/2020: 4
- Reduce the cost of covering our kids by 75%
- Successorship language that protects us in a merger or sale
- A stronger voice on case and work load issues
- Access to the multi-employer fund that can provide up to \$5250 per year for the cost of education programs and supervision for licensure
- Bus passes for everyone no matter where you work
- Employer contribution of 2% to retirement



"We are bargaining for a contract to enliven our agency's work and improve the quality of client care. The power of our collective voice provides space and a process to make our voices heard. We are united to win a contract for the future of CPC."

**Sarah Keller, CSS, Belltown**



"It's a real win that we are now all one union and all together! Now we need to stay united to win a full contract. We need a wage scale to help us keep staff and for CPC to cover the cost of licensure and contribute to dependent coverage. Our successorship language will certainly protect our jobs and our union. In order to achieve our goals we must remain united."

**Chris Dyson, Accounting, Lake City Way**

## Our bargaining team is:



**Stefani Holt, ASR, Maintenance**



**Rayna Heard, CSS at 4120/LCW**



**John King, Peer Support, 4120**



**Lisa Williams, Housekeeper, El Rey**



**Jason Foldvik, NCSS, Lake City Way**



**Sarah Keller, CSS, Belltown**



**Chris Dyson, Accounting, Lake City Way**



**Bethany Simpson, Residential Counselor/Case Manager, Cascade Hall**



**Abbie Minor, Child and Family Therapist, Northgate/Willows**