

# Our new contract moves us all forward – 99% of us vote YES!

Our new contract reflects our goals: wages to help us keep staff, new steps towards building an equitable and inclusive workplace, and initial steps to recruit and retain our hard working co-workers to serve our clients.

Over 120 of us voted to adopt the unanimously recommended agreement. The bargaining team with the support and participation of an active membership, was able to move management.

At votes, we also asked members to keep participating to help us move our state funded allocation of new dollars for recruitment and retention.

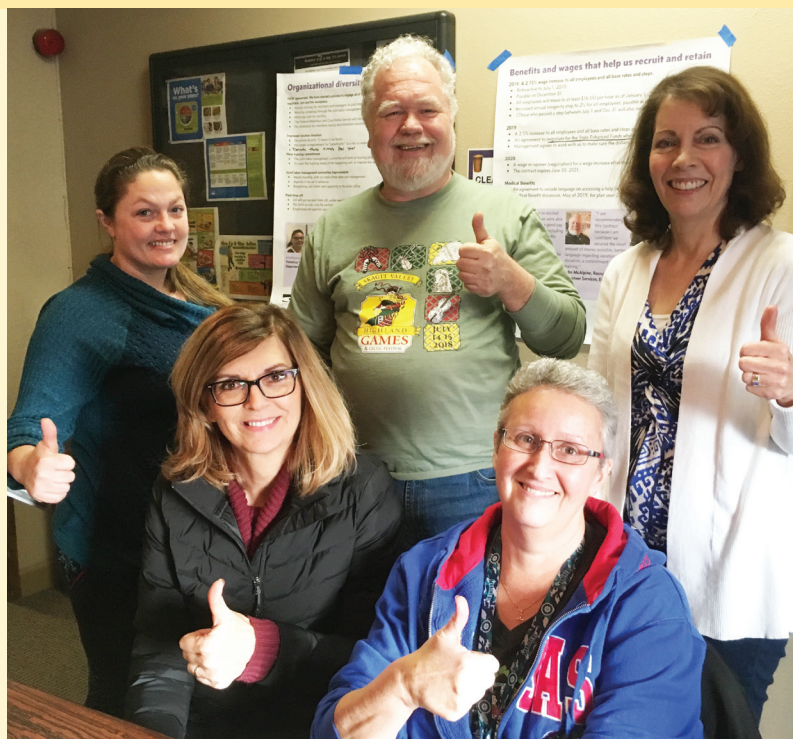
(See back of bulletin for how you can take action!)



"I am looking forward to working as part of the Labor Management Committee for increased training and organizational equity and inclusion."  
**Tracy Jones, Care Coordinator, Wlse Whatcom**



"I like that we worked well together to improve the previous contract and there is still room for improvement when legislative."  
**Cheryl Schuman, Chem Dependency-Youth, Marysville**



## Bargaining Team box/

Tracy Jones, Care Coordinator, Wlse Whatcom  
John McAlpine, Recruiter Volunteer Services, Everett  
Michael Plummer, Clinician, Wlse Whatcom,  
Muriel Reiner, Housing Case Manager, Everett Family Center  
Rob Robertson, Veteran's Housing Services, Everett  
Heather Schulze, Clinician, CMH Skagit  
Cheryl Schuman, Chem Dependency-Youth, Marysville  
Phillip Shlachter, Clinician, Bellingham  
Veronica Villalobos, Chem Dependency-Adult, Skagit

## **Organizational diversity, equity and inclusion**

NEW agreement. We have started a process to engage all of our members and management on how we can build a more equitable, just and fair workplace.

- Annual training for members and managers on paid time.
- Work by consensus through the joint labor management committee.
- Meetings shall be monthly.
- The Federal Mediation and Conciliation Service will train our committee.
- No retaliation for members raising discrimination concerns.

## **Improved vacation donation**

- Donations ok with 75 hours in our banks.
- No longer a requirement for "catastrophic" as a test to receive donations.

## **New training commitment**

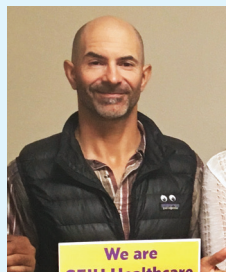
- The joint labor management committee will work on training project.
- To meet the training needs of the bargaining unit, to improve our ability to do our jobs, and serve our clients.

## **Joint labor management committee improvements**

- Meets monthly, with co-chairs from labor and management.
- Agenda to be set in advance.
- Bargaining unit roster sent quarterly to the union office.



"Our contract shows progress from CCS management in regards to supporting their employees."  
**Veronica Villalobos, Chem Dependency-Adult, Skagit**



"What we have achieved in this contract is more than just numbers. We have laid the groundwork for creating a more collaborative workplace culture where we and managers work together to better serve our clients."  
**Michael Plummer, Clinician, Wlse Whatcom**



"With this new contract, we now have a real opportunity to improve CCS's organizational equity and inclusion. This new initiative allows us work together so we are valued and respected for the work we do for our clients."  
**Rob Robertson, Veteran's Housing Services, Everett**

Benefits and wages that help us recruit and retain

2018: A 2.75% wage increase to all employees and all base rates and steps.

- Retroactive to July 1, 2018.
- Payable on December 31.
- All employees will move to at least \$16.00 per hour as of January 1, 2019.
- Increased annual longevity step to 2% for all employees, payable at your anniversary date.
- (Those who passed a step between July 1 and Dec.31 will also receive retro pay.)

2019:

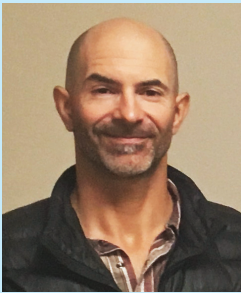
- A 2.5% increase to all employees and all base rates and steps as of July 1, 2019.
- An agreement to negotiate for the State Enhanced Funds when received by CCS.
- Management agrees to work with us to make sure the dollars are used for further wage increases.

2020

- A wage re-opener (negotiation) for a wage increase effective July 1, 2020.
- The contract expires June 30, 2021.

Medical Benefits

- An agreement to include language on accessing a help line for members.
- Medical Benefit discussion, May of 2019, for plan year 2020.



“I’m so excited that we were able to get a good pay increase including retro pay! We were also successful in getting a 2% longevity step and we will also be working with management on issues of organizational equity and inclusion as well as training, to increase our skills in client care.”  
**Michael Plummer, Clinician, Wlse Whatcom**



“I am confident we secured the most amount of money possible, better language regarding vacation donation, a commitment to training and a rejuvenated joint committees.”  
**John McAlpine, Recruiter Volunteer Services, Everett**



“This agreement shows progress in our joint work with management and sets up our ability to create change for our clients.”  
**Phillip Shlachter, Clinician, Bellingham**

Next Steps:  
Let’s take them together

Legislators from our districts voted to increase the rates for community mental health recruitment and retention. Now we need all of us to call and make sure the dollars get released to our agency.

Call Your State legislator with this message:

“I’m calling because the Health Care Authority is preventing the Medicaid rate increase you voted for from reaching us providing the care. We worked together to make sure those funds were appropriated to improve employee recruitment and retention in community behavioral health. The funds have not reached our agency, we’re seeing client care suffer as co-workers leave.”

Legislative District 21

Senator Marko Liias                    360 768 7640  
Representative Lillian Ortiz-Self   360 786 7972  
Representative Strom Peterson    360 786 7950

Legislative District 38

Senator John McCoy                   360 786 7674  
Representative June Robinson    360 786 7864  
Representative Mike Sells           360 786 7840

I’II BE THERE

Join us on January 23 in Olympia

Tell your story to state representatives that more dollars need to be put into community mental

Use your paid time to come and lobby with us at the State Legislature. Our contract provides paid time for us to advocate for funding for our clients.



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