



We Need to Recruit and Retain Staff: It's Time for Wage Increases!

We are the clinicians, DMHPs, MHTs, peer counselors, psych techs, RNs, and support staff that provide crucial services and quality care to our clients. We need management to invest in us and offer wages that will recruit and retain.

Together, we made our voices heard with elected officials about behavioral health needs. We lobbied in Olympia, held in person meetings in politicians' hometowns, sent emails and made calls and WE made the difference. We won new funding in the last legislative session to help retain and recruit staff.

Now it's time for management to use these funds as intended and invest in us and the care we provide.

Our proposal is for wage increases that will recruit and retain staff so we can provide continuity in care for our clients. Management's proposal gives a one-time bonus that doesn't address retention and recruitment shortages. We don't need one-time solutions, we need to ensure a sustainable path for all of us. Connect with your bargaining team member and find out the next steps for winning wage increases, not lump sum payments.

Our next bargaining session will be in early February.



Sharon Andrews, Peer Counselor, Bailey Triage

"At Bailey Triage, we have one weekend clinician and an ongoing clinician position vacancy. The current staffing levels do not fulfill our clients' needs. A bonus will not address the difficulties in filling open positions, we need real wage increases."



Kathleen Daughenbaugh, Clinician III McLeod, Bellingham

"Management's proposal of a one-time bonus doesn't address the retention and recruitment crisis. At McLeod, we had two Clinicians leave within a week and two more will most likely quit in the near future. A one-time chunk of money is not an incentive



Our Bargaining Team:

Left to right: Kathleen Daughenbaugh, Whatcom McLeod; Kim Robinson, Coupeville; Sharon Andrews, Bailey Triage, Troy Husband, Mt Vernon; Becky Spooner, Mukilteo; Gail Estes, Whatcom Triage; Alexandra Olgova, Lynnwood; Janet Cunniffe, Mt Vernon; Not pictured: Amanda Steffen, Bailey Triage and Bonnie Edwards Mt Vernon