



Our New Contract Improves Recruitment AND Retention and Gives Us a Louder Voice at CPC

Our new contract extension with a minimum of a 3% across the board wage increase and a wage scale for everyone at CPC was overwhelmingly approved. This victory helps us ensure all members at CPC have the same annual wage increases and leaves no one behind as a second class employee. With our contract we have a stronger voice on licensure, workloads, and equity and inclusion issues and improvements to our employment security if CPC merges with another agency.

What we won:

- 1 year contract extension through 1/31/2020
- A minimum of a 3% wage increase for all staff and a wage scale for everyone (Effective first full pay period after 3/17/2019)
- A wage scale with 3% anniversary steps (for a total of 6% this year) for everyone (Effective first full pay period after 3/17/2019)
- A \$140.50 bonus paid out on our next check after ratification
- A stronger union voice and presence at our Labor Management Committee
- Stronger successorship language to protect us and our client care in the event of a merger



“Finally we have a contract which solidifies all of us as one union, protects our union during a time of uncertainty, gives us a stronger voice and treats everyone with respect. We will build off of our unity and continue to fight for a better CPC for us and our clients.”

Bethany Simpson Residential Counselor, Cascade Hall



“This contract unites us as a union by ensuring that everyone at CPC is treated with the same benefits and respect. We are going to build on that unity to grow our power as a union as we prepare to bargain again in 2020.”

Stefani Holt, Administrative Assistant Maintenance Department

Our Labor Management Committee Gives Us an Ongoing Voice

Our contract guarantees us a seat at the table! Every month members of our union meet with upper management to discuss the issues which affect us and our working conditions. Our new contract expands the number of union members from 4 to 7, giving us a stronger voice and representing more programs. We also have agreement to discuss:

- Supervision for licensure
- Payroll practices
- Productivity and workload
- Diversity, equity and inclusion

Our Labor Management Committee is:

Co-Chair: Rayna Heard, CSS at 4120/LCW

Stefani Holt, ASR, Maintenance

Lisa Williams, Housekeeper, El Rey

Chris Dyson, Accounting, Lake City Way

Bethany Simpson, Residential Counselor/Case Manager, Cascade Hall

John King, Peer Support, 4120

Abbie Minor, Child and Family Therapist, Northgate/Willows



“This agreement strengthens our Labor Management Committee so we can have a voice in caseloads size, workload expectations, productivity and supervision for licensure. It greatly enhances protections for us and our clients in the event of a merger. Most importantly

it is a stronger message to management that we are united and in a position of strength for bargaining in 2020.”

Rayna Heard, CSS Lake City Way, 4120 Labor Management Committee Chair

Standing Up and Wining for Breaks!

Our work is hard and taking breaks is important for both our clients care and for ourselves. However many therapists and case managers find themselves scheduled back to back with no time to take their 15 minute breaks. Northgate members decided they had had enough. They united and filed a joint grievance and delivered it directly to their manager. They WON! and management now has to create a new code in Avatar that allow members seeing clients to schedule 15 minute breaks to ensure management doesn't overbook us. When we unite we win!



“Before we filed our grievance management wouldn't let us schedule our 15 minute breaks! When we told about centralized scheduling we told we could schedule client appointments and nothing else. We asked how we were supposed to take breaks they just told us work it in around

cancelations, we thought to ourselves this ain't fair. Then our bargaining team member Abbie held a meeting. We brought up this issue, I found that I had support from our co-workers. We passed around a grievance form and everyone on our team signed! We served a grievance on our direct superior and met with management. Management acted like it wasn't a priority, but within two weeks of our meeting, they agreed to create a new Avatar code so we could schedule breaks. By sticking together and applying pressure, we were able to get our rights respected!”

Wendy Swanson AOP, Northgate

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