

# Our New Contract Improves Recruitment and Retention

Our one year contract extension has significant across the board wage increases for everyone and the cost of our license being reimbursed was overwhelmingly approved. This victory helps us recruit and retain some of our highest turnover positions by putting the money where it is most needed and going all the way back to when we won it in July of 2018. In addition to the wages and ten months of back pay, we also won that the employer will begin reimbursing us for one of our licenses each year. This contract represents a significant collaboration between us and management and we look forward to using the labor management process to build on the work we started at bargaining and need to continue to move Compass Health forward.



## What we won:

- 1 year contract extension through 3/31/2020.
- Clinician 1, clinician 2, psych tech: 5.5% increase.
- MHT 3: 5.5% Increase and 4 additional steps.
- All others receive at least 2.5% (see a bargaining team member for the new pay scale).
  - Admin support scale receives 1 additional step.
  - Maintenance 2 scale receives 13 additional steps.
  - Peer counselor scale receives 9 new steps.
  - MHT3 4 new steps.
    - For the above positions you are placed on the step that corresponds with your experience that results in at least a 2.5% raise (2.3% for peer counselor).
- The employer will reimburse for one license (the most expensive if you maintain multiple) required for your job each anniversary year.

## Our bargaining Team:

Kim Robinson, DCR-Island County  
 Kathleen Daughenbaugh, Clinician 3-McLeod  
 Amanda Steffen, MHT3-Bailey Triage  
 Troy Husband, DCR-Skagit County  
 Sharon Andrews, Peer Counselor-Bailey Triage  
 Bonnie Edwards, Clinician 2-Mt. Vernon  
 Alexandria Olgova, Clinician 2-Lynnwood  
 Gail Estes, RN-Whatcom Triage  
 Becky Spooner, Psych Tech-Mukilteo E&T  
 Janet Cunniffe, DCR-Skagit County



"This agreement is a huge step in our relationship with management. We were able to relieve some wage scale compression that occurred in prior bargaining while also bringing up many of our lowest paid positions to a market rate."

**Bonnie Edwards, Clinician II, Mt. Vernon**



"As a clinician 3 I am very happy with this contract agreement. We are working hard to bring up all of our co-workers and this agreement recognizes the peers, bringing their wages closer to the community standard. We all deserve and have the right to be paid fairly for the difficult work that we do."

**Kathleen Daughenbaugh, Clinician 3, McLeod Building**