

United For Living Wages

We need to increase wages and reduce turnover at DESC for everyone in order to improve care for our clients and the community. Everyone at DESC knows someone, or 2 or 3 or 4 someones, who have left because they couldn't afford to stay — their heart was in the right place. They wanted to make a difference but they just couldn't make ends meet. Many of us are in that same situation.

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"Everyone at DESC deserves a living wage. It's absurd to help our clients survive in this city while barely surviving ourselves. I struggle to pay my bills and my job is to help my clients pay their bills. We provide the only social safety net our clients have access to, and we need a

fair wage to do what we do!"

Justin Traugher, Keys to Home



"In the last negotiations, we were able to give everyone a wage increase. However management separated the peer counselor's and gave them less of an increase, by moving them off the MH case manager 1 pay scale. We need to fix that in this

wage reopener to ensure everyone has a living wage. Our peers are valuable and we couldn't do our work without them."

Alyssa Faella-Aversa, SAGE Wall



"Swing and Nightshift are our backbone in housing, but they have very little support. Across DESC swing shift has the highest turnover rate and it's a struggle to keep staff. We need to support these shifts to recruit and retain our co-workers."

Clentonia Vann, CSS Kerner-Scott House

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When there is money available to improve wages and benefits we need to make sure the money goes where it is needed and can have the biggest impact. Our bargaining team laid out a plan with our proposals to reduce turnover that puts the money where it's most needed in helping to ensure everyone has a living wage. Stay in touch with your bargaining team member for the next steps in winning living wages for everyone.



Our Bargaining Team:

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Residential Counselor
Canaday Swing
Alyssa Faella-Aversa
SAGE Wall
David Baca
Nav Center Nights

Howard Bess
Mobile Crisis Team Nights
Andrew Coak
Evans House CSS Days
Erik Anderson
216 HOST
Michael Swann
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Jeffery Poso
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Keys to Home
Asha Sheikh-Ali
Janitorial

Robert Bash
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