



United for ALL CCS Members

We believe that every member of CCS is valuable in providing service to the clients we serve, and every member should have their commitment respected. Our proposal would give everyone at CCS a sizable lump-sum payment now for the past 9 months that other agencies have already received; and to continue bargaining for wages moving forward that we know would help us retain the great caregivers we have.

Management’s proposal would leave many of our co-workers without any lump-sum payment now, and provides no wage increases moving forward to help recruit or retain caregivers. We are all part of the team that provides service to our clients and don’t believe management should leave anyone behind — four other organizations in our union provided wage increases to everyone and back-pay or lump-sum payments to everyone. CCS management needs to prioritize moving everyone forward together, not picking and choosing who moves forward and who doesn’t. Our team is calling for membership meetings the week of May 6, make sure to come to a meeting, hear the proposals, and have your voice heard.



Our bargaining team:

- Veronica Villalobos, Substance Abuse Counselor Skagit Recovery Center
- Tracy Jones, Care Coordinator, Kateri Court Bellingham
- Michael Plummer, Clinician I, Kateri Court Bellingham
- Cheryl Shuman, CDP I, Marysville and Everett Recovery Center
- Rob Robertson Case Manager I, Everett Family Center
- John McAlpine Program Recruiter, Everett Family Center
- Cassandra McVay, Clinician I, Skagit Mental Health



“We are united in our belief that each of us is doing our best to carry out the mission of CCS-to take care of our most vulnerable community members. We are

asking CCS to take care of ALL of us in return, not just some of us.”

Tracy Jones, Care Coordinator, Kateri Court-Bellingham



“We all take care of the clients, we all went down to Olympia to win this money, so we should all move forward together, and not let anyone hold any of us back.”

Veronica Villalobos, Substance Abuse Coordinator-Skagit Recovery Center

Contract Proposal Comparisons on back

How the proposals stack up for us:

	Our proposal	Management's Proposal
Full Time Housing Case Manager with 10 years of experience*	Raises effective 4/1/2019 and a \$3,618 lump-sum payment now for time through March of 2019	0% in new raises** \$0.00 lump-sum and** \$0.00 lump-sum payments through June of 2019.**
Full Time Clinician with 1 year of experience*	Raises effective 4/1/2019 and a \$3,618 lump-sum payment now for time through March of 2019	0% in new raises A \$4,177.62 lump-sum payment for time through March 2019 at the end of bargaining and Additional lump sum payments that end in June of 2019 Nothing new for July 2019 or beyond
Full Time Clinician with 4 months of experience*	Raises effective 4/1/2019 and a \$1,206 lump-sum payment now for time through March of 2019	0% in new raises A \$1392 lump-sum payment for time through March 2019 at the end of bargaining and Additional lump sum payments that end in June of 2019 Nothing new for July 2019 or beyond
*-management's proposal gives members who work 20 hours the same lump-sum as those who work 37.5 hours		
**-there are over 50 people who fall into this category under management's proposal		

Under managements proposal we would not keep up with other union behavioral health programs.

SEIU Healthcare 1199NW Chapter	Across the Board Increase	Everyone Included
Compass Health	YES!	YES!
Downtown Emergency Service Centers-King County	YES!	YES!
Catholic Community Services	No.	No.
Community Psychiatric Clinics-King County	YES!	YES!
Behavioral Health Resources-Thurston, Mason, and Grays Harbor	YES!*	YES!*
*Behavioral Health Resources is still in bargaining, but the employer has proposed both a raise and a lump sum payment.		