



United As One CCS

We made the choice to stay united as one CCS, to ensure that everyone who provides the great service we do at CCS moves forward together. Our action plan vote was our largest vote ever and we overwhelmingly voted to stay united and take action. Our next bargaining date is May 16th, make sure to stay in touch with your bargaining team member for any updates coming out of that meeting.



"This vote shows we are united as one CCS and that we will stand up for what's right together. We are coming out of the vote and into an action plan stronger than ever for our clients and each other."
Cassandra McVay,
Skagit Children's Program

	Our proposal	Management's Proposal
Full Time Housing Case Manager with 10 years of seniority at CCS.*	5% Raise effective 6/1/2019 (instead of July 1s 2.5%) and a \$4,020 lump-sum payment now for time through April 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 seniority at CCS.*	5% Raise effective 6/1/2019 (instead of July 1s 2.5%) and a \$4,020 lump-sum payment now for time through April of 2019	0% in new raises A \$4,641.18 lump-sum payment for time through April 2019 at the end of bargaining and 2 additional lump sum payments of \$464.18 each for May and June Nothing new for July 2019 or beyond
Full Time Clinician with 4 months of seniority at CCS.*	5% Raise effective 6/1/2019 (instead of July 1s 2.5%) and a \$1608 lump-sum payment now for time through April of 2019	0% in new raises A \$1,856.72 lump-sum payment for time through March 2019 at the end of bargaining and 2 additional lump sum payments of \$464.18 each for May and June 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		



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