



When We Stand in Unity and Engage the Power of Our Union, We Have a Stronger Voice

During our contract bargaining last year, we created a new relationship with management. This gives us innovative ways to problem solve and make joint decisions to best serve our clients and provide for our families. In Labor Management Committee, we have worked on identifying paths to recruit for positions with long-term vacancies and address worksite safety concerns to ensure clients get quality care.

The February 2019 snowstorms created unforeseen challenges in providing client care and accessing worksites safely. Many offices were closed, but other areas saw less snow and locations were open. This caused inequalities to members utilizing CCS's inclement weather policy. We used the union process and filed a grievance to ensure all of our paychecks were protected. Management agrees that the lines of communication could have been stronger in determining office closure. Those of us who used benefitted time during the February snowstorm will see those hours back on our December paychecks. As a result, management is reexamining how office closure is determined in the future. There will be regional teams determining weather conditions and if an office is safely accessible.



"There was a lot of confusion around offices being closed for clients, but not for staff. We were able to resolve this using the grievance process. Through discussions in Joint

Labor Management Committee, management came up with a plan that will ensure staff safety." **Cassandra McVay, Clinician I, Colby, Everett**



"On our own, it's easy to think our voices might not matter, but standing together we know we will be heard. Join me for Lobby Day February 4 in Olympia!"

Patricia Towers, Administrative Support, DESC

Lobby Day 2020: We are the experts on client care

As frontline staff, we know what our clients need and how to support them. Lobby Day is our opportunity to share our stories with our elected representatives and call for the funding we need for our work and the care we provide. Advocacy hours are available. Sign up today and join us in Olympia on February 4!

