

We Stand United for Wage Steps That Will Help Us Recruit and Retain

CHC CAN DO BETTER,
CHC MUST DO BETTER!

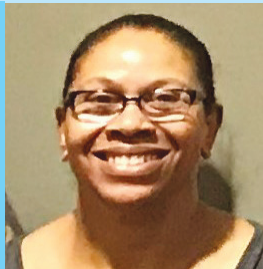
As caregivers at CHC we have demonstrated our loyalty and commitment to our patients through tough times, and yet management’s proposed wage increases don’t recognize that. We have seen too many of our co-workers leave for better wages, and that is why we are united for a \$15 minimum wage that will provide the financial security we and our families need.

The financial health of CHC has remained strong in 2017 and 2018. Our loyalty should be rewarded with meaningful wage increases and longevity steps. Our dedication and experience make CHC a great place to receive care, and CHC management must recognize that with step increases that reward our years of service.

Wages	Union Proposal	Management
12/1/2019	3.5 % + steps	3% – NO steps
12/1/2020	3 % + steps	Steps only – no across-the-board
12/1/2021	2.5% + steps	2% – NO steps

Other Federally Qualified Health Centers in our area recognize that steps are part of recruitment, retention and respect!

- Catholic Community Services
- Sea Mar
- Lifelong AIDS Alliance
- Navos
- ... And many more



“I feel like management decision not to give us our well earn longevity step is unfair and shows that they do not value their employees. They want us to give quality care, but that is becoming harder and harder with the retention issues we are dealing with. Management needs to start treating us employees fairly and pay us decent wages with steps included.” **Suprema Hullaby**
CHC LPN, Lakewood

Next steps: Bargaining on January 30

Our bargaining team:

- Christy Fox, Millgard
- Maria Alvarado, Hilltop
- Faith Homan
- Travis Stine, Hilltop
- Dorothy Challenger, Spanaway
- Michelle Melendez, Spanaway
- Barb Goble, Parkland
- Becky Shoman, Hilltop
- Mary lane, Lakewood
- Suprena, Lakewood
- Sandy Vaiese, Parkland
- Allison Cockrill, Millgard
- Amanda Aristondo, Parkland

