

Unanimous YES Vote: Our New Union Contract Is Ratified!

Each of us worked hard to win the best contract that we have seen with CHC.

What we won:

- Wages that help us recruit and retain staff
- Improvements to our staffing
- Protecting our medical benefits
- Respecting and valuing our diversity

Wages that will help us recruit and retain staff

A MINIMUM OF 11.5% IN THE NEXT 19 MONTHS TO MAKE SURE WE CAN CONTINUE TO PROVIDE GREAT CARE TO OUR PATIENTS!

12/1/19 – FULL RETRO

- 5% across the board to all job classes except DA and MA
- DA going to new wage scale, group 4: Full retro for all hours worked
 - From \$15.13 to \$17.15 start pay (increase of \$2.02 per hour to everyone)
- MA going to new wage scale, group 4: Full retro for all hours worked
 - From \$15.36 to \$17.15 start pay (increase of \$1.79 per hour to everyone)
- LPN going to wage group 8
 - From \$19.21 to \$20.88 start pay (increase of \$1.67)
- NO employee will make less than \$15/hour (increase of \$1.54 to wage group 1 and increase of \$1.09 to wage group 2)

For employees on standby, layoff retro will be paid out once you return back to work

12/1/20

- 2.5% across the board
- Everyone goes up a step from December 1, 2020, to November 30, 2021, and 2% bonus for people on top step in lieu of step

12/1/2021

- Minimum 2% wage increase
- Automatic wage reopener in Fall 2021



“With better wages, we can recruit and retain staff. I can also put a smile on my family’s faces, and that motivates me to do a better job for my second family, who are my patients.”

Dorothy Challenger, Spanaway



We united and made management listen to us. We shared our experiences and we let them know we’re not going to stand for not investing in us and treating us with respect. **Michelle Melendez, Spanaway**



“Management had no choice but to listen to us. We were not going to accept anything less. They made the right decision to work with us.”

Dorothy Challenger, DA, Community Health Clinic



“My vote is Yes because management committed to working with those of us on standby and to wait on retro pay until we return, so it will not interfere with unemployment. So — come back!

Becky Shoman, DA, Bethel Schools

Premiums that respect our work

- NEW: Multilingual premium will be going from 2% to \$1.00/hour (an average increase of \$0.75 cents)
- NEW: Float premium will be going from 2% to \$1.00/hour
- Clinical attire will be \$150 for clinical staff and \$75 for non-clinical staff (increase of \$25 for clinical and \$15 for non-clinical)
- Overtime – added for 10-hour shifts: Any hours worked over 10 hours to be considered OT

Twice a year cash-out of sick time hours if we have 160 in the bank

Having a voice and keeping healthcare premiums affordable

- Increased number of participants in labor management from 2 to 6 so that a majority of the clinics can be represented
- A healthcare committee that will oversee the utilization and the quality of healthcare we get. A voice in maintaining our cost affordable for all
- Access to WA Paid Family and Medical Leave (FMLA)

Respecting and valuing our diversity

- Commitment to have racial justice as standing item on our labor management committee
- Committee to identify data needed to track and get training for hidden bias and cultural competency