



We Are Staying Strong During COVID-19 and Moving Forward

The pandemic changed how we live, act, and provide services to our community; but as a union we are stronger and figuring out how to continue forward through the pandemic. We have a contract we need to bargain, but believe we need a good sense of what the world holds for us and our clients before we open the full bargaining; in the interim we have worked with management and brought forward COVID hazard pay enhancements and a wage increase to bridge the gap until we get into full bargaining.

Contract Extension

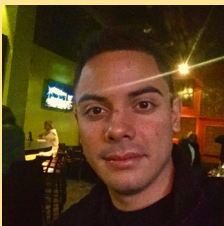
Our contract expired on March 31st, but with the COVID pandemic upturning every aspect of our lives we thought it was best to come back to bargaining when we had a better handle on the pandemic. We have a contract extension that takes us through July 31, 2020, and will meet with management the week of the 15th to discuss where we are in the pandemic and assess if we should be getting to the table or look at another extension. Make sure to check in with someone from our leadership team for the most recent up to date information and to register your voice on future extensions.

2% Wage Increase

During normal times we would have had a raise April 1st, but these aren't normal times; and we have extended our contract. But our members shouldn't go without a raise because of the pandemic, and management agreed with this view. We agreed on a 2% raise that was in line with what we have had in the past, but preserved our ability to bargain for more than a 2% raise when bargaining begins to make sure we remain competitive for all of our positions. Back-pay going back to April 1st should be on the next paycheck.

Pandemic Enhancement Pay

Our clients continued to need services at the outbreak of the pandemic and we were there for them; often exposing ourselves and our families. As a union we worked with management to agree on some of the highest premiums in the state for staff who were not able to shelter in place or who had to work with less than proper social distancing. We truly valued the efforts of each member in the work place and appreciate that management agreed with our idea on how best to compensate people for the risk they were taking.



"While Union organizing and progress for labor during the mandatory distancing policies, plus ongoing financial, political, and safety concerns we all are currently living under seem to be in direct odds with each other; we have been hard at work negotiating tangible benefits that are being realized. Emergency Hazard Pay for those at most risk in our agency, across-the-board pay increases while we work towards a time to safely negotiate our next contract in person. Increased staffing support in high-need departments. And a productive reset on Labor/Management relations that includes 3 out of 4 new faces between the two negotiating sides." **Zac Lawrence, EHIP**



"In a city where the work we perform is often out-priced and under-valued, it remains heartening the eve in pandemic, and especially in the spotlight of racial inequality, that we in our Union continue to align the narratives of social justice with continued dedication to our own members." **Brant Jorgensen, Lead Case Manager, Everett Office**

Our Leadership Group:

Alyxx Berg	Jimmy Minahan
Nicole Grant	Brant Jorgenson
Adam Roca	Ky Cochran
Zac Lawrence	

Working Together to Protect Services Now and in the Future

The pandemic is having an impact on the work we do and will for a long time. In the upcoming year we are all going to be facing the potential of cuts to our programs as federal, state and county budgets are falling short during isolation. Our best path forward is for us to unite the strength of our union with our management and jointly advocate for keeping our services whole. We will have our first statewide advocacy meeting October 10th, bringing both management and union leaders together to build a plan for joint advocacy. Make sure to contact a leadership team member to reserve your spot now.