

We Stand for Quality Healthcare AND Livable Wages

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Our bargaining team successfully stopped management from implementing changes to our healthcare plan that would have had significant negative outcomes on many of our co-workers who rely on their healthcare; now that our healthcare is protected for a year, we need to ensure that our wages reflect respect for our commitment to our clients and to DESC.

We proposed a wage scale where no one makes less than \$19/hour, everyone gets at least an 8% raise and those of us who make the least get much higher raises. The work that our lowest paid staff does is important to our whole agency and when we applied a racial justice lens to our wage scale, we realized that our lowest paid workers are disproportionately Black/Indigenous/people of color. We knew our wage scale needed to be more equitable and this is a step towards that goal.

We know that we lose good staff members when they max out on the scale too soon. To help us retain experienced staff we proposed a wage scale that adds three steps to the top for those of us who have been here for 7, 8, and 9 years. We want to keep those staff and reward them for their longevity, because we know that their hard work and knowledge are important for all of us. Additionally, we proposed 5% wage increases across the board for the second and third year of the agreement.



“We recognize that people of color are often in the lowest paying positions here and are the ones often working night shifts and evenings. We proposed raising the lowest paid positions and raising the night and evening shift

differentials, because we want to focus on not leaving folks behind.”

Andy Burian, RC – Morrison



“Adding the additional steps will help to keep our staff instead of having a revolving door. It invests in us. It creates a healthy environment for staff and clients. It’s important for clients to get to know their case managers without them leaving because they’ve maxed out.

This wage proposal helps us move towards racial justice in all aspects by elevating the lowest paid workers to a more equitable wage.”

Patricia Towers, Admin – 515

Lobby Day 2021

Our union’s annual Lobby Day usually takes us to Olympia, where we meet with legislators to discuss our legislative priorities—laws that put working families first. This year we met with our representatives in a virtual setting, but that didn’t stop us from advocating for the Worker Protection Act, transparency in health systems, environmental justice, the need for a pro-worker response to the COVID-19 crisis and more.

If you weren’t able to join us for Lobby Day you can sign up for weekly updates, review our union’s legislative priorities and learn about future actions at waleg.seiu1199nw.org.

Patricia Towers
Admin 515

Des Anderson
SC QAS

Dana Bell
CSS Aurora House

Divina Maggi
RC Clement Place

Robert Bash
SC QAS

Itorye Taubman
SUDS SHARP

Sasha Pollock
Peer 216

David Helde
SMC Main Shelter

Howard Bess
MCT CSC

Sam Conard
RC KSH

Elise Moutsinga
Janitorial Main Shelter

John Rios
HOST ICM 216

Robert Steffen
ES Wall St.

Brendan O’Toole
RN Nav

Chloe Caswell
SAGE CM Estelle

Janice Dillard
SUD Counselor Lyon

Walker Thomas
Service Coordinator
West Wing

Ryan Dolan
RC Lyon

Andrew Burian
RC Morrison