

## OUR BARGAINING PROPOSALS RAISE STANDARDS FOR QUALITY CARE AND MOVE COMPASS FORWARD

We're moving into bargaining with strong proposals to address wages, caseloads, and opportunities for career advancement! Coming together to talk about and vote on our bargaining priorities last month guides us throughout the bargaining process and led to these proposals. Together, we can make Compass a better workplace for all of us.

### Wages that recruit and retain

We've made a wage proposal that gives everyone a 5% raise, while some job classes that are particularly out of sync with the market get additional raises to make them competitive. We know that filling positions at Compass is difficult right now and that that means we all work much harder to make up for staffing gaps. Good, competitive wages will go a long way to addressing both recruitment and retention, which will in turn lower our workload and caseloads. Additionally, we proposed 5% wage increases across the board for the second and third year of the agreement.



"We have several different positions that are not financially competitive in the region among similar organizations and our proposal will address that. Across-the-board wage increases alone won't fix that, which is why we need to have both across-the-board wage increases and targeted wage increases so we can recruit and retain." **Gail Estes, RN – Whatcom Triage**

### Safe workloads that ensure quality care

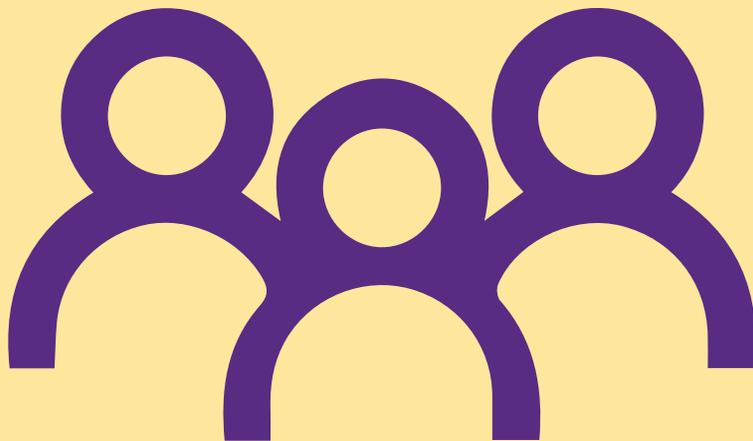
We also put forward a proposal that creates a caseload and workload committee where we as workers would be a part of determining what a proper caseload limit is for each of our job classes across each program. The committee would tackle issues of acuity in caseloads, would explore programs which could better help clients succeed to bring them off our caseloads that way, and would allow us a space to come for collaborative support when we feel our workload or caseload is too high.



"Having manageable client-to-clinician ratios is one of the major factors to reduce burnout, maintain quality of care, and to be able to recruit and retain good coworkers. The main thing we hear is that clinicians are overwhelmed with the number of people they have to serve and they're frustrated that they don't have the time to do it in an effective way. This committee can be instrumental in identifying additional methods of addressing the caseload issue outside of just numbers." **Sydney Sivertsen, Clinician II – WISe Orange Team**

### Career advancement to create a more equitable workforce

We know that advancing in our careers can be challenging for a number of reasons, including barriers to accessing education. We also know that education doesn't work as the only route for advancement when life experience is the foundation of our work for many of us. We've made proposals that will break down the barriers to education by funding educational opportunities for each of us upfront and we've made proposals that will enable us to pursue apprenticeships that will advance our skills. We've also proposed that life experience be valued like work experience to respect those of us in positions that rely on that experience.



## Our Bargaining Team:

**Alexandra Olgova** Clinician II – Adult Extended Care Lynnwood

**Deborah Townsend** Clinician I – Adult Extended Care Everett

**Gail Estes** RN – Whatcom Triage

**Jaclyn Miller** RN – Snohomish Triage

**Kim Robinson** DCR – ICRS Island

**Kristena Matthews** Peer Counselor – Transitions

**Sam Irons** Clinician I – WISE Mint Team

**Stephanie Guzman-Fix** Medical Assistant – Medical/OP-IOP Bailey

**Sydney Sivertsen** Clinician II – WISE Orange Team

**Troy Husband** DCR – ICRS Skagit

## Are you a member of our union at Compass?

By joining together in a union, we speak with a united voice. Be a part of the movement for quality care for our community. Fill out this form to join!

[joinseiu1199nw.org](http://joinseiu1199nw.org)



scan this QR code with your phone camera to become a member!