

## Together, We Won Wage Increases and Kept Our Good Healthcare!

We won and approved a 5% minimum wage increase for everyone and an average increase of about 15%. The wage increase will be effective the first full pay period after ratification so you should see it, the bonus, and the backpay (described below) on your November 19<sup>th</sup> check. United, we won these significant wage increases – and we kept our good healthcare!



“Union members and management were able to come to an agreement on a contract that includes higher wages, maintains healthcare, addresses concerns regarding caseloads, and many other important issues. The bargaining team had the support of our members behind us, demonstrating once again the power that comes from standing together. The end result was a contract that was overwhelmingly approved by membership. That’s something we can all feel good about.” – **Kim Robinson, DCR, ICRS Island**

### Wages

- 👉 These new wages go back to being effective April 4, 2021 – so we will get back pay for all hours worked back to April 4, 2021
- 👉 A bonus of 2% of our gross pay for all hours we worked from April 6, 2020 through April 4, 2021
- 👉 A 2% increase for all members on the first full pay period after September 30, 2022
- 👉 Increase in evening, night, and weekend differentials by \$0.25 per hour
- 👉 A new wage scale for Clinician IIs who are or get licensed that is about 2.7% better than the old language for licensure



“The recently ratified contract reflects improvements on several levels for employees. Pay was elevated to be more consistent with current market trends, and our Team disallowed changes to health benefits. Importantly, we fought for and achieved benefits that improve working conditions, including giving employees more say in caseloads and emphasizing the importance of time off for continued education. Compass employees work with a tough population and deserve all these benefits.” **Sydney Sivertsen, Clinician II – WISE Orange Team**

### Our wage scale has changed!

Right now, there’s a lot of turnover among our coworkers who have worked at Compass less than three years. To try to retain these coworkers, we’ve changed our wage scale to reward folks for reaching their one-year anniversary at Compass and to reward them again when they’ve reached their three-year anniversary at Compass. This means that our new wage scale actually includes a few different wage scales now.

Check out the complete details about the changes to our wage scale, as well as the list of our other contract wins, at this link:  
<https://1199nw.org/31uQZbD>.



If you need help navigating the new wage scale or have questions about anything in the new contract, our bargaining team can help!

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| <b>Alexandra Olgova</b><br>Clinician II – Adult<br>Extended Care<br>Lynnwood | <b>Kim Robinson</b> DCR –<br>ICRS Island                                    |
| <b>Amanda Steffen</b><br>Psych Tech – E&T                                    | <b>Kristena Matthews</b><br>Peer Counselor –<br>Transitions                 |
| <b>Deborah Townsend</b><br>Clinician I – Adult<br>Extended Care Everett      | <b>Stephanie Guzman-Fix</b> Medical Assistant<br>– Medical/OP-IOP<br>Bailey |
| <b>Gail Estes</b> RN –<br>Whatcom Triage                                     | <b>Sydney Sivertsen</b><br>Clinician II – WISE<br>Orange Team               |
| <b>Jaclyn Miller</b> RN –<br>Snohomish Triage                                | <b>Troy Husband</b> DCR –<br>ICRS Skagit                                    |