

# We raised standards for all of us!

In our wage negotiations for 2022, we spoke from our hearts about the need for recognition for the hard work and passion we bring to Community Health Clinics. Because of our unity, we won a significant wage increase that brings us up to the market with other healthcare facilities in Pierce County.

**Delegates will have voting materials on Monday and encourage you to come vote yes on your lunch break! Come find out what your new wage rate will be under this proposal!**

|                  |                    |
|------------------|--------------------|
| Spanaway         | Dorothy Challenger |
| Milgard/Eastside | Becky Shoman       |
| Milgard/Eastside | Allison Cockrill   |
| Admin            | Dawn Smith         |
| Lakewood         | Mary Lane          |
| Parkland         | Faith Homan        |
| Spanaway         | Michelle Melinsez  |
| Hilltop          | Maria Alvarado     |
| Hilltop          | Jenny Ancheta      |

## Everyone will receive a 12% wage increase effective December 1, 2021!



"We've worked so hard this past year through Covid, and we've been so short staffed because we're not able to contract workers who believe in the mission. Our patients aren't numbers. They're our community and each of us believe in the mission and work with the passion of caring

for the community."

**Maria Alvarado, Hilltop Clinic**



"I'm happy for everyone to get a raise like this right before the holidays. We've been pushing ourselves all year and we deserve a good raise, and I can't wait until we go back to the bargaining table next year to continue negotiating to make CHC the best place to work."

**Dorothy Challenger, Spanaway Clinic**



"I've been here at CHC for three years and I like working here. I like being able to help our patients with payments and help them afford their care here. I'm a people person and try to make people laugh, but we're all doing two people's jobs right now, working hard. I could have gone elsewhere and make more

money but I want to stay here with my great coworkers, supervisors, and community. It means a lot to me to be able to stay."

**Dawn Smith, Admin Building**



"One of my old patients came to my new clinic and gave me a huge hug and told me how much she appreciates and trusts me as a caregiver. We go way out of our way to give great care and I want to keep working here. But we're running short all the time, floating all the time, and it's taken a huge toll on us. This extra pay gives us the encouragement to step up some more and feel appreciated because that trickles down to the patients."

**Becky Shoman, Milgard Clinic**