



# We took action and won!

Our Social Work department was drastically underpaid compared to market value, and we were not retaining our staff. As a department we knew that if Navos did not adjust our wages significantly, our retention issues would only get worse.

"Our win was made possible through our unity. When we reached out to our organizer we wrote a petition for management to address our concerns and it was signed by the majority of our members and all of our providers. We all deserve market rate wages. All our needs must be heard, and we need to stand up for all departments. All our membership needs to be ready to take action and fight for the contract we deserve."

- Chelsea Laidlaw, Social Worker

We stood together as social workers and won a 10% across the board adjustment to our scale. This is our union power – we are strong when we stand together. It will take all of our collaboration and communication to build the strength we need to win a great contract in our negotiations that begin this fall. Come to an upcoming union meeting to find out more.

"We need to stand together and all speak up in our upcoming negotiations. When Navos brings in travelers and pays them so much more than us it makes our staff feel like we aren't valued or heard. If Navos wants to solve our staffing crisis they need to focus on paying and retaining current staff, not travelers. We can win the wage increases we need by being united."

- Rehab Nderu, MHS

## Join an upcoming union meeting on Zoom!

**Friday, October 27**

★ 8-9am

★ 3-4pm

★ 2-3pm

★ 7-8pm

Scan code to join



Or visit

<https://1199nw.org/3ViwWVg>

