

# We're standing together for a workplace where we all feel valued

Our proposals will help us recruit and retain staff, improve quality of life for us and our families, and ensure our patients receive the best care possible. For regular bargaining updates, stay in touch with your bargaining team member!

## Our Bargaining Team

- Dorothy Challenger, Spanaway Lead Dental Assistant  
 Becky Shoman, Milgard Dental Assistant  
 Allison Cockrill, Milgard Dental Assistant  
 Dawn Smith, Admin Billing  
 Mary Lane, Lakewood Dental Assistant  
 Faith Homan, Parkland Outreach  
 Michelle Melendez, Spanaway Front Desk  
 Maria Alvarado, Hilltop Outreach  
 Maricela Casillas, Lakewood Outreach  
 Jackie Merida, Eastside Front Desk  
 Dena Nolan, Eastside Medical Assistant  
 Nathan Durnin, Hilltop Medical Assistant



“It seems like CHC is eager to work with the union towards a positive resolution to address staff wage concerns for new hires and current staff who are behind on step increases. These changes will greatly improve morale and well being, as well as make it easier to recruit new hire that can help us with the work load we see in our clinics today. Their proposal is a step in the right direction, however we would like to see more movement from management to respect the experience of our seasoned employees. By offering full credit for past experience reviews, rather than just an across the board step increase, CHC could show us that they value our longterm employees who have dedicated their careers to this work. I feel hopeful that we will come to a mututally beneficial resolution for both parties, one that will create a fair workplace for everyone.” - **Nathan Durnin, Medical Assistant Hilltop**

**When we stand together in our union, we win.** We are ready to persist and keep using our voices for our patients, coworkers and our families. In September we voted on our **key bargaining priorities**:

- ★ **Competitive wages that help recruit new talent**
  - ★ **Full credit for our prior experience and step increases to honor and help with retention of existing staff**
  - ★ **Strengthening our contractual union rights and benefits**
  - ★ **Creating a culture of safety and belonging for all of us**

So far, we’ve had 2 bargaining sessions with management and presented many proposals to improve our wages and working conditions, but management has only returned with one substantive counter proposal. While we appreciate the dialogue and response we’ve gotten so far, we know we have a long way to go to win the contract we all need and deserve.

**Our next bargaining date is November 15.**

Talk with your bargaining team member for ongoing updates from the negotiating table!



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# Building our strength through community and political relationships

We're building a stronger relationship with our elected officials so that we can win the laws and protections all working people in Washington deserve. Throughout this month, members of your bargaining team have been knocking on doors and making phone calls to fellow union members to ensure we have the majority we need in Olympia to make meaningful change to healthcare laws and worker protections. As a federally qualified health center, CHC is especially vulnerable to shifts in the political landscape, and that's why we need to stay involved and build relationships with our elected officials through election time and beyond

**\*If you're interested in strengthening our relationships with elected officials, contact your organizer and RSVP for:**

**our annual Lobby Day scheduled for Wednesday, January 25 in Olympia!**

**our Behavioral Health Lobby Day scheduled for February 16 in Olympia!**



“Our Healthcare Leadership Fund gives us a seat at the table to make endorsements and to hold politicians accountable once they get into office. Politicians also need our help so we can reach our collective goals. For federally qualified health clinics like CHC, our patients are from underserved communities and having a relationship with politicians helps us secure additional funding not just for us as workers but for patients as well. Sign up to attend Lobby Day!” – **Dorothy Challenger, Spanaway Dental**

