

Our unity is our strength! Big wins at BHR



We came together and told management we are united for a contract that respects, recruits, and retains quality staff.

Because we are committed to providing compassionate, high-quality care to the most vulnerable in our communities, we needed to make sure our contract reflects our values.

- ★ We were looking for compensation that respects our work and recruits and retains
- ★ We know that discipline must be based on factors we have control over
- ★ We must be able to welcome our new co-workers to our union

Because we stood together for these values, we were able to win the best wage increases that anyone can remember. Our wage scale is especially out of line with the rest of the market at the lowest steps, so our method of focusing resources where they are needed the most was to increase wages in dollars, not in percentages. This represents big progress, and we will continue to fight for better wages.

Wages and bonuses

- ★ Upon ratification, wages increase across the board by **\$1.80** per hour.
- ★ November 2023 wages increase by **\$.50** per hour
- ★ November 2024 wages increase by **\$.50** per hour
- ★ If reimbursement rates increase by **1.5%** in 2023 or 2024, we will re-open the contract to negotiate higher wage increases.
- ★ ARNP wage increase of an additional **10%**

Bonuses (all pro-rated by FTE)

At 20, 25 and 30 years, we receive a **2%** bonus and a **2%** step increase.

- ★ We are all getting significant bonuses. The below amounts are pro-rated by FTE.
- ★ Checks going out Thursday December 15: **\$2,000** bonus
- ★ Fourth payday after ratification: **\$1,700** bonus
- ★ Eighth payday after ratification: **\$1,700** bonus
- ★ 12 months after third bonus: **\$1,000** bonus
- ★ New employee referral bonus increased from **\$500** to **\$1,000**

Other compensation:

- ★ Education funds increased from **\$250** to **\$500**
- ★ Reimbursement for licensing, certification, and testing
- ★ Commitment to supplement WPFMLA with accrued leave, so we can use this benefit



"Agreeing to discuss productivity requirements at Joint Labor Management Committee means members will have a clear place to voice concerns about punitive discipline for unreasonable productivity standards. We can work together to make sure everyone feels respected for the work we do."

- **Ramona Marshall, Adult Therapist**

Quality of life

We won a commitment from management to bring important discussions about remote work and productivity requirements to Joint Labor Management committee, to bring fairness and find solutions.

What other topics would you like to see us bring to this committee?

Union strength

We updated the language in our contract so that we can welcome new coworkers into our union.



"Winning New Employee Orientation language in our contract will help grow our union and improve retention at BHR. I was a new employee at BHR when our union originally formed and didn't have the chance to learn about what it meant to be in a union right away. I have seen the union difference after participating in several contract bargains and am excited that we will have the chance to welcome all new hires to our union."

- **Resa Hoiland, Child Intake Specialist**

Lobby Day is on February 15!

Our legislators need to understand what is happening in the world of behavioral health. No one else sees what we see every day. We must stand together to improve our behavioral health system.

The legislature must:

- ★ Fully fund behavioral health
- ★ Break the cycle of underfunding and overdemanding
- ★ Grow the behavioral health workforce
- ★ House everyone

Let one of your bargaining team members, or your organizer, know if you would like to join us for Lobby Day to discuss these important priorities.