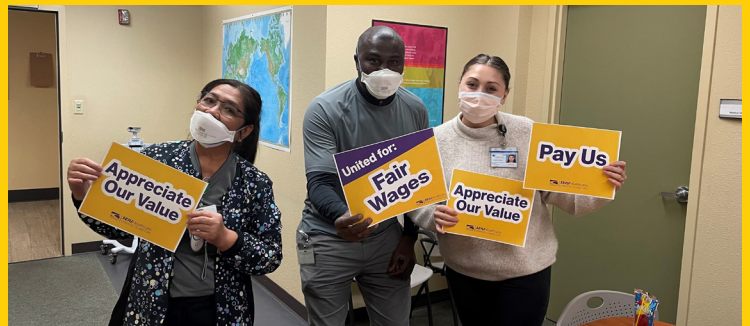


## Appreciate our Value: We proposed wages that respect our hard work in Behavioral Health

It is urgent that we improve recruitment and retention at Navos by winning a contract that properly pays us to care for the most vulnerable in our communities. We told management that in order to address our staffing crisis we need our value recognized. We proposed wages that would position us to recruit and retain the best coworkers.

### We are taking action to support our bargaining team

We held unity breaks to get an update on bargaining, take photos with messages that show our values in bargaining, and talk with our coworkers about how our unity will help us win the contract we need.



"We do this work because we care about our patients. For me it brings a special kind of joy to see us get our patients back to a good place. But we must also make sure our voices as workers are heard and I am here to represent my colleagues."  
- Rahab Nderu, MHS, Bargaining Team Member

### We are united for fairness

Management needs to treat us the way we deserve. This means management needs to follow state and city sick leave laws, they need to stop punitive and merit-less disciplines, and they need to stop targeting people. We are taking action in support of our coworkers. Talk to someone from the bargaining team to find out more.



## **We are telling lawmakers we need investments in Behavioral Health workers**

Behavioral health workers from across our union went to Olympia to talk to lawmakers about the need to address the behavioral health crisis. We shared our stories about how our systems are chronically underfunded and being pushed past the breaking point. We told lawmakers they need to address the way services are reimbursed by Medicaid managed care plans (MCOs), and we need to fund housing and homelessness workforce services, and support housing for all.



### **Join our Healthcare Leadership Fund!**

Help us continue to do the work of holding lawmakers accountable and make sure they are supporting the needs of behavioral health workers by joining the Healthcare Leadership Fund.

Scan this QR code with your phone's camera or visit [hlfseiu1199nw.org](https://hlfseiu1199nw.org)

