

# Next steps

## 1 Proofread our contracts

Our bargaining team will closely review the drafts of the Pro-Tech and Pharmacy contracts to make sure everything is correct. When the drafts are final, both bargaining teams will officially sign the contracts.

## 2 Distribute new contract

Once we get our contract signed, we will distribute copies to all the units.

We have planned tabling at each DESC site over the coming weeks to distribute new contracts, organize around concerns, and answer questions.

## 3 General Union Meetings - DESC Wide

Stay tuned for details on a union meeting in the next few weeks!



“This change was made possible by all the work that all of you do across the agency when you push to make things different. The little battles all add up.”

- Andrew Burian, PSQ, Client Engagement Specialist

# We Unanimously Ratified our Historic Wage Reopener Agreement at DESC!

We've led with our values, we have taken action, we have engaged in political spaces, and as a result, we have secured life-changing wage increases at DESC. We remain committed to continue building a great place to work and serve our clients.

We are able to win historic raises in the middle of a contract because your last bargaining team had the foresight to win language in the current contract that makes it so. When DESC secures additional funding, they need to return to the bargaining table to negotiate additional raises, which is what we did.

The additional funding that DESC received did not just fall from the sky. It was the result of years of hard work by union members to inform and educate elected officials on many levels about behavioral health. These raises were made possible by powerful joint advocacy that union members and DESC management worked together on.

“This wage win shows the power we possess when we stand together. This happened because WE raised our voices and insisted on real progress.”

- Naomi Morris, PACT, RN



## We led with our values and goals at the bargaining table

★ Fair compensation in order to recruit and retain    ★ Ability to provide excellent care    ★ Shared sense of belonging

## Taking action for the win



Here at 1199NW, we have a history of taking action on equity and making sure everyone is valued. For years, we have engaged deeply in the political world, making sure our representatives understand the impacts of their actions and inactions. We develop relationships that allow us to shape policy and give direction to where funding is most needed.

Our actions over the years have taught management to approach us with proposals that are fair and equitable. It is our unity that has resulted in these significant market adjustments and across-the-board increases.

“It is important we ALL show up when educating politicians about the work WE ALL DO.”

- Ladedria Stallworth,  
Lyon Building



# This agreement moves us forward!

The work we do is crucial to client care and needs to be recognized as such. We identified wage increases for all as the top priority in these negotiations. Also, our bargaining team recognized that some individual job classifications at DESC are further behind than others.

Our bargaining team used market adjustments to remedy those situations. Job classifications that were further behind received a little more in their raise to bring everyone up to a level that is closer to fair.

Every union member at DESC will be receiving a salary increase, effective Friday, March 16. You should see these raises on your April 10 paycheck.

Job Title	# of bargaining unit authorized FTEs	Current Step 1	Current Step 5	Current Step 6	Proposed Step 1 Annual	Proposed Step 6 Annual	Change at step 1	Change at step 6	Proposed Hourly Step 1	%	Cost
"Administrative Support CRP Counselor Janitor KSWC Coordinator Peer Coun, uncertified (not CSC/Clin Outreach) Residential Counselor Service Coord - HtH/MPI/Nav/WW"	238.80	\$ 45,610.50	\$ 49,374.00	\$ 50,368.50	\$ 56,550.00	\$ 62,435.77	\$ 10,939.50	\$ 12,067.27	\$ 29.00	24%	\$ 3,020,561
Peer Coun, uncertified, CSC	2.00	\$ 48,340.50	\$ 52,338.00	\$ 53,391.00	\$ 56,550.00	\$ 62,435.77	\$ 8,209.50	\$ 9,044.77	\$ 29.00	17%	\$ 18,974
"Turnover Janitor Lead Janitor"	6.00	\$ 46,293.00	\$ 50,115.00	\$ 51,129.00	\$ 57,398.00	\$ 63,372.03	\$ 11,105.00	\$ 12,243.03	\$ 29.43	24%	\$ 77,038
SUD Trainee (not CSC/Clin Outreach)	5.00	\$ 45,610.50	\$ 49,374.00	\$ 50,368.50	\$ 68,567.00	\$ 75,703.51	\$ 22,956.50	\$ 25,335.01	\$ 35.16	50%	\$ 132,764
SUD Trainee, CSC	10.00	\$ 48,340.50	\$ 52,338.00	\$ 53,391.00	\$ 68,567.00	\$ 75,703.51	\$ 20,226.50	\$ 22,312.51	\$ 35.16	42%	\$ 233,910
"Behavioral Health Case Mgr Care Navigator - OTN/BUP Case Manager, Hsg Entry Services Clinical Support Specialist (CSS) Diversion Coord Employment Specialist Hoarding Specialist Hsg & Engagement HIV Specialist Housing Specialist - K2H/SS/RRH/SHARP Housing Stabilization Spec (HSS) Peer Spec, Certified (not Clin Outreach) SUD Coun (not CSC/Clin Outreach) Thrift Store Coord Voucher Specialist"	224.90	\$ 55,341.00	\$ 59,904.00	\$ 61,113.00	\$ 68,567.00	\$ 75,703.51	\$ 13,226.00	\$ 14,590.51	\$ 35.16	24%	\$ 3,440,322
"Behavioral & Engagement Spec Behavioral & Housing Spec Client Engagement Spec Medical Assistant"	13.00	\$ 57,447.12	\$ 62,185.68	\$ 63,433.68	\$ 68,567.00	\$ 75,703.51	\$ 11,119.88	\$ 12,269.83	\$ 35.16	19%	\$ 167,150
SUD Counselor, CSC	5.00	\$ 58,500.00	\$ 63,336.00	\$ 64,603.68	\$ 68,567.00	\$ 75,703.51	\$ 10,067.00	\$ 11,099.83	\$ 35.16	17%	\$ 58,191
"Case Manager BA, Clin Outreach Dispatch Admin Asst Dispatch Specialist Intake Specialist Peer Navigator, BHRT Peer Spec, certified, Clin Outreach"	61.00	\$ 61,464.00	\$ 66,534.00	\$ 67,879.68	\$ 68,567.00	\$ 75,703.51	\$ 7,103.00	\$ 7,823.83	\$ 35.16	12%	\$ 500,699
"Maintenance Tech Unit Conditions Mitigation Spec Unit Conditions Peer Spec"	21.00	\$ 58,500.00	\$ 63,336.00	\$ 64,603.68	\$ 72,481.50	\$ 80,025.43	\$ 13,981.50	\$ 15,421.75	\$ 37.17	24%	\$ 339,514
"SAGE Psychotherapist **Any MHP qualifying Clinical Case Mgr (not CSC/Clin Outreach)"	13.00	\$ 61,464.00	\$ 66,534.00	\$ 67,879.68	\$ 76,156.00	\$ 84,082.38	\$ 14,692.00	\$ 16,202.70	\$ 39.05	24%	\$ 220,854
MHP / Case Manager, CSC	7.00	\$ 65,208.00	\$ 70,590.00	\$ 72,013.68	\$ 76,156.00	\$ 84,082.38	\$ 10,948.00	\$ 12,068.70	\$ 39.05	17%	\$ 88,602
"Master's Level Case Manager, Clin Outreach SMT Behavioral Health Outreach"	43.80	\$ 73,580.40	\$ 79,645.68	\$ 81,238.56	\$ 76,156.00	\$ 84,082.38	\$ 2,575.60	\$ 2,843.82	\$ 39.05	4%	\$ 130,527
"Occupational Therapist (OT) Registered Nurse (RN)"	22.80	\$ 94,800.22	\$ 102,614.88	\$ 104,667.12	\$ 99,540.00	\$ 109,900.20	\$ 4,739.78	\$ 5,233.08	\$ 51.05	5%	\$ 125,035
Nurse Practitioner (PMHNP/ARNP)	8.30	\$ 141,579.36	\$ 153,250.08	\$ 156,314.88	\$ 148,658.00	\$ 164,130.44	\$ 7,078.64	\$ 7,815.56	\$ 76.23	5%	\$ 67,978