



# An overwhelming majority of our coworkers voted YES to ratify our new contract at CHC

Together, we won a contract that will help us recruit and retain staff, improve quality of life for us and our families, and improve care for our patients. Everyone standing united throughout the bargaining process is what encouraged management to move and demonstrated that the bargaining team was not standing alone during negotiations. We made improvements in all of the areas uplifted by our coworkers for this contract:

- ★ 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



"We fought hard for wage increases and my coworkers were there and ready to wear purple on every action day. Even the doctors and hygienists wore purple with us! The float pay is going to help with gas and incentivize folks to float. The longevity steps help long timers feel appreciated and will see a nice check or step increase. We're never gonna agree on everything but we took everyone's point of view to the table and I think we did really good in the end."

- **Becky Shoman, Milgard Dental Assistant**



"This is my first negotiation with our union and I think without each other and the feedback from everyone it wouldn't have been possible to come to an agreement. Having the communication with every area brought the unity back to Lakewood. This process brought up together and like everyone has a voice and bringing concerns to the table. I'm so proud that we won the right to speak our native language without anybody telling us otherwise."

- **Maricela Casillas, Lakewood Outreach**



"I'm proud that we have steps guaranteed for the life of the contract so folks will see recognition on their anniversary. We are now market competitive!"

- **Dorothy Challenger, Spanaway Lead Dental Assistant**



"We've worked really hard and built a strong team to get this contract finished. We couldn't have done it without our coworkers support and I felt very appreciated by my coworkers."

- **Dawn Smith, Admin Billing**



"We went back and forth on our wage proposal many times and we knew that we needed to see improvement for folks in pay grade 3 (receptionists, outreach workers, admin/billing). I'm proud of our decision to keep everyone in the pay grade together so we can stay united as we keep up with the market. While we weren't able to win indefinite step increases we did win steps for the life of the contract and 4 additional steps for those who earned it and that was one of our biggest priorities!"

- Faith Homan, Parkland Outreach



"Management listened to us. Through our teamwork and the backing of our fellow union people, management listened to us and responded in a positive manner. The fact that people are getting their 4 steps back is something that people feel very strongly about. Floating was the other issue that mattered a lot to us. It's a huge hassle to float and we feel \$3.50 an hour to float is a substantial improvement. This contract benefits everyone in the union no matter who they are, regardless of race, wage, job class."

- Allison Cockrill, Milgard Dental Assistant



## Our wins!

- ✓ Across-the-board wage increases (2% (retro to Dec 1, 3%, 1%+ wage reopener)
- ✓ Market adjustments for most job classes
- ✓ Unfreezing steps for the life of the contract
- ✓ Up to 4 additional steps (on bonus in lieu of steps) for people hired prior to 2017-2021
- ✓ Improve education benefits
- ✓ Guarantee of paid leave during investigations
- ✓ Expanded definition of family for bereavement
- ✓ Additional holiday of Juneteenth (June 19th)
- ✓ Major improvements to floating including an increased hourly premium of \$3.50 per hour for anyone who is floated
- ✓ Commitments to make CHC a place where people feel empowered to be their full selves and speak their native language
- ✓ Improving our Labor Management Committee (LMC) so we can have full representation from every work area and at least 1 delegate on the DEI committee

## Next steps

- ★ Our Labor Management Committee will resume next month!
- ★ Every work area is empowered to nominate a delegate to represent your coworkers and enforce this great contract. Talk with your union organizer or current LMC member if you'd like to nominate someone.