



United in the Mission, United in One Union!

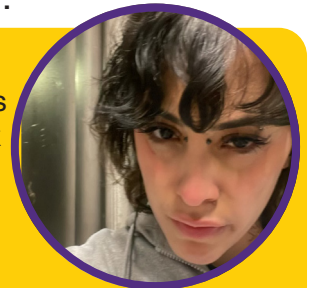
On-call staff are moving forward with joining our coworkers in SEIU Healthcare 1199NW at DESC! Yesterday, we took our first step towards officially being recognized as union members by filing our confidential union authorization petition with the National Labor Relations Board (NLRB) to request an election!

At DESC, on-calls play a critical role filling in where there are staffing holes, but we don't have the same union rights and protections as our full-time coworkers. On-call and full-time staff work side-by-side to serve our clients' needs — **we ALL deserve a seat at the table when decisions get made!**

That's why a majority of on-calls have signed a petition to join SEIU Healthcare 1199NW and unite with full-time staff in one union at DESC. Yesterday, a delegation of on-calls and union members delivered a statement to the office of our Executive Director, Daniel Malone, to share with him our vision for growing collaboration between management and staff.

"I've been an on-call residential counselor at DESC for almost three years. I questioned early on — why do we not have a union? We deserve the same rights and representation as full-time staff. I've lost good coworkers — positive, amazing people who were great to work with and great with clients — because we don't have the same protections as our full-time union coworkers. That's why I'm so excited on-calls are finally getting this opportunity! To me, being union means having each other's backs, that's why I'm voting yes!"

- Pegah D, On-Call, Residential Counselor



"It's time to unionize! I started out as an on-call 6 years ago, and now I'm full-time and a bargaining team member for my union. I haven't forgotten as an on-call how much work went into knowing the clients, routines, and layout of multiple projects. Our on-call staff deserve a seat at the bargaining table, deserve all of the rights and protections offered by a union. The insight into the needs, misdeeds, and pleads of multiple buildings, being able to see the scope of DESC through a wide-angle lens and bringing that perspective to the bargaining process? On-call staff have a unique and valuable perspective that is exactly what we need to continue to win victories in working conditions at an ever-expanding agency.

Voting YES to join SEIU Healthcare 1199NW will give you a voice — a voice amplified by a chorus of cross-agency union solidarity — singing out the demands that will continue to change DESC for the better. Join us!"

- Mariska Brocx, Aurora House, DESC Bargaining Team Member



Check out our statement on our intent to unionize that a delegation of on-calls and our union coworkers delivered to our ED

A Call for Respect and Partnership

We are proud of the contribution we have made to our community through our work as on-calls at DESC. We've chosen to work here because we enjoy the people we work with and our clients. Our work and dedication add value to DESC- we play an indispensable role in our agency's ability to provide services to our clients.

Together, we have made the decision to join with our coworkers in SEIU Healthcare 1199NW. By forming our union, we will have a greater voice in decisions that affect us and our ability to serve our clients.

This is a notice that a supermajority of us have signed authorization cards for union recognition and wish to join SEIU Healthcare 1199NW. We are requesting that DESC recognize us as union members and meet to begin bargaining.

Respectfully,

DESC On-calls

"I love our on-calls at DESC! As full-time staff- I couldn't do my job without you. We stand back-to-back every day providing services to our city's most vulnerable populations. We're up against a lot of challenges at work though- experiences of racism, misogyny, and anti-LGBTQ treatment aren't uncommon. That's why I'm so excited on-calls are joining our union- we need everyone working together helping create a space of belonging for all staff. Your voice matters- Join us!"

- LaDedria Stallworth, the Lyon Building, DESC Bargaining Team Member



What's Next?

1 Good news! DESC management has agreed to a fast-tracked election, which means our vote is in just 3 short weeks!



2 Look out for important message updates on the union election.



3 Spread the word! This is something on-calls and full-time staff have talked about for years and we've never been this close! Help make sure your coworkers know what's going on and what's at stake. Every vote counts!

