



Our Proposals Would Help Recruit and Keep Great Staff!
Management’s “Plan” Takes Away Our Quality Healthcare

Our advocacy in Olympia led to a huge amount of money allocated for behavioral health — 15% for Medicaid and additional money for crisis, outreach and other work.

Because of our work, management can afford to give every person at Compass \$4 more per hour right now — that would be real money in our pockets without cutting healthcare. Our proposals would make Compass a great place to give care to the community that needs us. We hoped management shared our goal, but now we are certain they do not.

Management’s plan is to force everyone into high-deductible health insurance plans that could have significant negative impacts on the health and wellbeing of our coworkers. Additionally, they would give only a minimum of a 6% raises this year, and 3% next year, far below what we won in Olympia. They also want to give the lowest wage increases to those of us that make the least — they clearly don’t understand that we can’t afford to work at Compass.

We believe that if management’s plan went into effect, many members of our union would have to take a pay cut to keep the insurance plan they have had for years. This is wrong!

Our Vision	Management’s “Plan”
Minimum \$4/hour increase for everyone	Minimum of 6%, but more for some people (if you make \$30/hr that’s \$1.80/hour)
Adjustments to the highest turnover positions (Peer, Clin I, Clin II, MHT 3, Psych Tech)	Some adjustments to Clin 1 and Clin 2
6% in 2024, 6% in 2025, and 6% in 2026	3% in 2024, 3% in 2025, and 3% in 2026
\$0/mo Premium for the PPO plan with a \$100 deductible (which is what it costs now)	\$319.34/mo to keep your PPO plan with a \$100 deductible
\$109.81/mo to cover your child on the PPO plan	\$991.79/mo to cover your child on the PPO plan
Improve education and create accountability to ensure money is spent	No real change - keep a plan that saw nearly 57% of Compass employees use less than 8 hours of education in 2 years
Create opportunities and incentives for Peers and Clin 1s to advance	No change to contract language
Extend short staffing pay to all staff	Extend it to all E&Ts - they hope to open more than the one they have
Stop managers from abusing the crisis phone and pager rules	No change - the manipulation and abuse of the system can continue
Preceptor/Trainer pay for everyone who trains someone	No - only RNs who precept/train people should be compensated

How Management’s Plan Could Impact Our Coworkers

- ✗ A Psych Tech who has been at Compass for a year and is on the 2nd step of the scale would receive \$1.20/hr more
- ✗ If they wanted to keep their insurance, they would have to pay \$319.34 a month
- ✗ If they are full time and wanted to keep quality insurance they would lose about **-\$127.34** per month, or roughly would make **-\$0.80** less per hour

Join our bargaining team on **September 13 from 7-8 PM** for a town hall meeting where we will start our fight against management’s attacks on healthcare.



Scan this QR code to attend the zoom meet!
1199nw.org/3VHj6LY



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"I think I speak for many of my co-workers when I say that I refuse to take a pay cut for doing the exact same work and receiving the exact same benefits."

- **Charlee Bray, Clin 1, Skagit Wise Team**

"Management's proposal wasn't only inequitable but it actually makes working conditions worse than they already are. They have proposed meager wage increases for our lowest paid positions, who have some of our highest turnover, and then want employees to pay 30% of the cost of their health insurance which they currently pay \$0 for. Employees would actually be LOSING money with management's plan. It's 100% unacceptable."

- **Rebecca McClinton, Clin 3, Whatcom Adult OP-Grocery Building**



"I don't know how management's plan is supposed to help us keep and attract workers. Already, we had two interviewees walk away from the hiring process after receiving their offer, and

now the quality healthcare is going to cost us \$319/mo. I don't know how any of that helps. I thought I was already at rock bottom, that things couldn't get worse for us here at Compass, but their proposals found a way to actually make things worse." - **Amy Garvey, Clin 2, Snohomish IOP**

"In a meeting I had with management they told me I wasn't a trash can; I know that and was offended they felt the need to tell me. But seeing their proposals today I think maybe they think we are trash cans. I'm not going to take it, I know my co-workers are beautiful people doing all they can to help, and management should treat us as such. We know we aren't trash cans, so don't treat us like we are." - **Mikayla Shea, Clin 2, Whatcom Wise Team**



"Management talked about employees starting families in the healthcare proposal, but I know several staff who had to leave Compass after having their kids because they couldn't afford to stay.

For me and my husband, we already don't feel we can have kids due to our current Compass Health wages and healthcare plan. Their new proposal makes that dream feel impossible. No employee should feel that we have to choose between helping families in the community or starting our own." - **Kimiyo Bowlby, Clin 2, AOP Whatcom**

"It's clear management isn't hearing us about how bad the wages and working conditions are. Their proposals would continue to let managers abuse the crisis phone and pager system, while simultaneously attacking our healthcare. They talk about being a "justice oriented" organization, but the worst form of injustice is pretend justice. If this is how they want to treat staff, especially our lowest paid staff, then all their talk is just pretend justice." - **Chelsey Dyer, Clin 2, San Juan Wise Team**



"I loved the work I did at Compass, and I love my co-workers. I wanted to stay and continue, and would have if only they would invest in the peer counselors and community health workers advancement and

pay. But I can't afford to stay any longer, so the time has come for me to leave, because I can do the same work I'm doing here at another organization for \$15/hr and will have fully paid family healthcare. I wanted to stay, but just can't. And after seeing their plan for staff at Compass bargaining today I know I made the right choice to leave." - **Kristena Matthews, soon-to-be former Community Health Worker, Transitions Team Snohomish**