

United to Ensure We All Get What We Need: We Won't Leave Anyone Behind

Every single one of us, no matter what job we do or where we come from, is vital to providing the behavioral health care that the north Sound communities need. Too many of our coworkers aren't paid what they need to support their families and they're leaving, and this can't continue. We need every job class in order to provide the care for our patients/clients that they deserve. We are one big team working together, but management's proposals show that they value some of us more than others, including less value placed on those of us in jobs where we are struggling to make a living and are more likely to be people of color or immigrants. When we started bargaining, as a team, we identified that it is vital to keep the team we need by raising up our lowest paid coworkers.

Our proposals show that by investing in those who are lowest paid, we are investing in keeping our team whole. We also need to ensure that all of our job classes are being paid at market value. We all do better when every one of us has what we need and we can win fair wages by joining together across all job classes just like we have in the past. We will not let Compass management use our job titles or pay grades to divide us against each other and stop us from winning the wages we all deserve!



"I've talked to my co-workers, and we are unified in not leaving anyone behind this contract. Management needs to bring up our lowest wage workers. As a team we need to make sure they are spending every single dollar of the 15% we won from the state legislature."

Chelsey Dyer,
Clin 2-San Juans



"It's not ok to only invest in the top end of our pay grades when we know the people struggling the most to make ends meet are our lowest paid pay grades. As a union we're not ok with that continuing and management needs to put the money in our contract into the pockets of those of us hurting the most. They need to ensure everyone makes a livable wage, not just a competitive wage."

Rebecca McClinton,
Clin 3, McLeod Building

Management is leaving some of us behind

Position	How much we lose with management's Proposal	What we could do with that money
Peers	~\$3,500	Pay our bills and get groceries
Admin 3s	~\$3,500	Pay our rent on time every month
Psych Tech and MHTs	~\$3,500	Fix our car when it breaks
SUDPs	~\$2,000	Not have to choose between dental care and paying our bills
LPNs	~\$2,000	Cover our continuing education expenses
Medical Assistants	~\$2,000	Afford to go out with friends and family once in a while
Care Coordinators	~\$2,000	Continue our education

We Need More in Continuing Education

Keeping up with our work is hard, and if we could afford the trainings and education offerings we could take even better care of our clients. We only get \$300 right now and the new contract will raise that to \$500, but even at \$500 a year many of the best trainings are way out of our price range. Some of the trainings are \$1,200-\$1,400, and that leaves us having to come up with \$700-\$900 on our own, making it nearly impossible for us to get to that training. Our proposal would let us take some of our unused education hours and convert them to dollars in order to make these great trainings more affordable. Management continues to want to treat our education hours the same, with many of us never using the hours.

“Nearly half of us haven’t used any education hours in two years, and the vast majority of us don’t use all forty hours a year. Many of us want to take trainings that cost way more than the \$300 we currently have available a year. We need the choice to put significantly more into our education dollars every year while not leaving any of our hours unutilized. Our proposal accomplishes this goal and management needs to join us in accomplishing our goal of using our education dollars and hours.”

Sydney Sivertsen, Licensed Clin 2, Snohomish OP

“We need things to be better in this contract, not worse. We have good healthcare at Compass, but management is trying to make it worse by making it more expensive every year - that’s not ok with me. We, as a union, won new money this year to make things better, why are they trying to make it worse?!”

Charlie Bray, Skagit Wise



Hands Off Our Healthcare

We have good healthcare at Compass—it’s one of the highlights of our contract. We won more money through the legislature for Compass to make this a better place to work. But management wants to make our healthcare worse by increasing the deductible to \$500 a year! We won money from the state for them to invest in us, and instead they want to make our healthcare worse. That’s not ok; we need to all stand up and tell them, “hands off our healthcare!”

