



We Are United and We Love Compass!

We came together across Compass Health to take action at the Gala to show Compass management our power! We are serious in our demand for an equitable contract that ensures we can recruit and retain quality coworkers to provide the critical care needed for our clients.

We have been bargaining for nearly a year and Compass has not changed their position on our wages and healthcare benefits. We won't settle for a contract that leaves some of our coworkers behind. We are coming together and building our unity -- holding strong across Compass and within our communities. We have the legal right to take collective action and we are protected under the National Labor Relations Act and preparing to take more actions to move Compass management to do the right thing and settle a contract that will support all of us.



"I love Compass. We are mission driven and we are helping the community. Because of the great work we do, people who are struggling on the street with psychosis or other mental health crises come to us, because they trust us. The community will benefit when we reach a strong contract. When we recruit and retain enough clinicians, we can keep our admits flowing and keep our caseloads manageable. This is why compensation is so important, and working together to reach a strong contract is how we get there."

Gail Estes, Triage RN

"I enjoy working at Compass because I value community mental health. My coworkers are pivotal to our community. We are the frontline defense for mental health issues in our community. We deserve to be treated as important as they really are. At minimum, we deserve to be treated with respect because of the unbelievably difficult and important work we do."

Chelsey Dyer,
Clinician II, School-Based Clinician, San Juan OP



"I've been here at Compass for 12 years because I love what we do here. My colleagues work incredibly wholeheartedly and hard, and it's a true honor to come alongside the clients we serve. That's what motivated me to participate in our recent Gala action as we fight for a fair contract to retain valuable employees and services for our most vulnerable community members."

Rebecca McClinton,
Clinician 3, Whatcom McLeod



"Compass is one of the best jobs that I've had. I like to use all my different skills to help clients – mental health skills, my background in ER, and my medical knowledge as a nurse. We have to stand united for a contract that will benefit all of us."

Max Whipple, RN, Whatcom Triage



“I love working for Compass Health WISE. It is the best, most rewarding job I've ever had, which is what has kept me here so long. I want to stay, but Compass needs to offer competitive wages for recruitment and retention so that employees can afford to stay. I was excited to participate in the action at the Gala with my coworkers to support an equitable contract for all, and I will be looking forward to continuing to do so for as long as it takes to make equity more of a reality for our workforce members.”

Charlie Bray, Skagit WISE, Care Coordinator

Our community stands with us!

Share the community petition with your friends, family, neighbors, and community members.



<https://1199nw.org/4daYiFL>

Bargaining Update!

We are meeting with Compass management on a weekly basis regarding both our overall contract negotiations and about the layoff that will be effective May 31, 2024.

Our next bargaining session is on Friday, May 10. We are preparing to bring management a comprehensive proposal on all topics, and we are clear that we must have a substantial wage increase for all workers and affordable health benefits for ourselves and our families.

When layoffs occur, we have the right to bargain the effects of the change. We have brought Compass a proposal for severance for those laid off and to ensure that we retain as many workers as possible in jobs that we want to do. Bargaining team members are acting as advocates for all who are on the potential lay off list. If you have any questions please reach out to a bargaining team member ASAP.

We have rights as workers at Compass!

We are advocating for more rights in our collective bargaining agreement, however there are important laws in place that protect us as workers!

Weingarten Rights

We have rights as workers that protect us as union members. We have the right to not go into any meeting that may lead to discipline or termination. As workers we have the right to request what we need and if management doesn't comply, they have broken federal law. Anytime you are called to go to a meeting, connect with your bargaining member or delegate.

Know your Rights: Weingarten Rights:

If called to a meeting with management, read the following to management before the meeting starts. **If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting.** Without representation present, I choose not to participate in this discussion. Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply: The employee may request union representation before or during the interview. After the request, the employer must choose from these three options:

- Grant the request and delay questioning until the union representative arrives;
- Deny the request and end the interview immediately; or
- Give the employee a choice of:
 - Having the interview without representation or
 - Ending the interview

If the employer denies the request for union representation and questions the employee, they are committing an unfair labor practice and the employee may refuse to answer. Do not resign your position. Do not be insubordinate. If you are denied your rights, comply and alert your delegate as soon as possible. These rights are called "Weingarten Rights." As with all rights, it's up to us to know and enforce them.

Personnel Records

As employees at Compass we are entitled to our personal files once per year. If you want to request your personal file from Compass, you should contact HR. If you want to know what is in your file, you can now request access. If you have any questions or problems getting access to your personnel files connect with your delegate or bargaining team member.

Employee's right to access:

Employees and former employees have a right to access their own personnel files at least once a year. Employers must allow access to any or all of an employee's records within 10 business days at the employee's usual place of employment, or a mutually agreed upon location. Employees under criminal investigation do not have the right to access their personnel record.

Petition to employer review personnel record:

Employees can request that their employer review their personnel file annually. This includes all personnel records that are:

- Regularly maintained by the employer as part of their business, and/or
- Information that can be given to persons outside of the company as a part of a "reference check"

Any information the employer determines to be irrelevant or erroneous must be removed from the personnel file. If the employee disputes the employer's determination, then the employee can add a statement containing a rebuttal or correction. Employees under criminal investigation do not have the right to modify their personnel record.

Bargaining Team

- ★ Rebecca McClinton, Clinician 3, Whatcom McLeod
- ★ Chelsey Dyer, Clinician 2, Child and Family Outpatient, San Juan County OP
- ★ Charlie Bray, Care Coordinator, WISE Skagit
- ★ Sydney Sivertsen, Clinician 2, Everett
- ★ Mikayla Shea, Clinician 2, WISE Whatcom Cordata
- ★ Tom Garland, DCR Skagit
- ★ Troy Husband, DCR Skagit
- ★ Max Whipple, RN, Whatcom Triage
- ★ Amanda Steffen, Mental Health Tech E&T
- ★ Stephanie Guzman-Fix, Medical Assistant, Everett
- ★ Seanna Baker, Peer Counselor, WISE Oak Harbor