

# BARGAINING IS UNDERWAY AND WE'RE CENTERING OUR VALUES

## ★ YOUR ELECTED BARGAINING TEAM! ★

IS INVITING YOU TO OUR ZOOM UPDATE SESSIONS TO LEARN ABOUT WHAT IS HAPPENING IN NEGOTIATIONS



**Amina Bare, Janitor, Gateway**



**Durell Campbell, CSS, Union Hotel**



**Francis Kwofie, Service Coordinator, Mary Pilgrim Inn**



**Ladedria Griffin-Stallworth, RC, Lyon, 1199NW Executive Board Member**



**Lorelei Tua, On-Call, CSC**



**Naomi Morris, Psychiatric RN, CSC, 1199NW Executive Board Member**



**Rita Thorsen, CES, 216**



**Rose Salavea, CSS, Estelle**




**Shunteasi Webb, RC, Morrison**



**Willard White, HOST CM, 216**

Zoom update session times below and link

DAY	DATE	TIME	ZOOM QR CODE
WEDNESDAY	September 17	7:30am-8:30am	 <a href="https://us02web.zoom.us/j/89889242089">https://us02web.zoom.us/j/89889242089</a>
		11am-12pm	
		3pm-4pm	
THURSDAY	September 18	9am-10am	
		1:30pm-2:30pm	
		5:30pm-6:30pm	

## WE SHARED OUR NEEDS IN BARGAINING SURVEYS

Your Bargaining Team reviewed hundreds of your responses in the bargaining surveys and identified 4 priority areas for this year's contract negotiations.

### SAFETY

- ✓ Adequate staffing and caseload to perform work safely and prevent burnout, protecting both physical and mental well-being
- ✓ Consistent, transparent policies and respectful, client-centered practices that protect employees and build trust
- ✓ Uncompromising focus on client and employee safety, so that employees do not sacrifice personal safety to do the important work of caring for vulnerable populations
- ✓ Training and accountability for managers to ensure employee and client safety, follow-up, and care

### CULTURE OF BELONGING

- ✓ Foster an inclusive workplace culture that actively addresses racism, all forms of bias, hate speech, and inequitable treatment
- ✓ Recognize and value lived experience as legitimate qualifications alongside formal certifications, education, or seniority
- ✓ Ensure both staff and clients are treated equitably, with consistent respect and support across teams

### WAGES AND BENEFITS

- ✓ Win competitive raises FOR EVERYONE!
- ✓ Raise the pay of low-wage colleagues
- ✓ Strengthen PTO and other benefits to retain and attract high-quality coworkers

### TRAINING AND DEVELOPMENT

- ✓ Comprehensive onboarding, annual training, and ongoing professional development for all staff and management
- ✓ Utilize Culture of Belonging principles to engage a wide variety of staff in shaping training content
- ✓ Commitment to sustained investment in SEIU 1199NW Multi-Employer Training Fund
- ✓ Provide management with training and accountability on administration of contracts, leadership, and organizational policies

# WE VOTED YES ON OUR PRIORITIES!

Between August 11 and 13, we shared our opinions and voiced our concerns in 17 priority vote meetings at various worksites and online. There was an overwhelming amount of positive support and feedback for the recommended priorities.

## 98.5% VOTED TO APPROVE YOUR BARGAINING TEAM'S RECOMMENDATIONS FOR THE 4 PRIORITY AREAS ABOVE!

Our bargaining team took your mandate and has been giving life to our voices and stories at the negotiation table with management.



## LEADING WITH OUR SHARED VALUES

Our bargaining team powered through two fruitful bargaining sessions with management on August 21 and 26.

In the first session, both members and management grounded ourselves in discussions on our shared values and interests for our negotiations.

**We identified many commonalities that drive us to provide quality and innovative services for our most vulnerable community members.**



Our team started the second session with a discussion on safety – one of our four priority areas. Through our bargaining team's conversations where many of your stories on safety were shared, we determined that safety procedures and protocols were inconsistently applied throughout the facilities. **We focused on the current safety language in our contract and asked management to come back with more information on how safety concerns and issues are currently handled to better understand how we can work together on improvements.**

## ANNOUNCING YOUR 2025 CONTRACT ACTION TEAM...AND STILL GROWING!

Athena Pierce, CSS, Union Hotel  
Christian Sibal, SAGE CM, 216  
Destiny Murphy, SAGE CM, Hobson Clinic  
Elise Moutsinga, Janitor, Union Hotel  
Fadumo Abdule, Janitor, Star Center  
Feruz Ali, CSS, Evans House  
Fos Musse, Janitor, Hobson Place  
Gary Hothi, MRRCT CM, On-Call

Jeffrey Kirby, MRRCT Peer, CSC  
Lee-Marie Willey, CSS, Gateway  
Maggie Green, CSS, North Star  
Pat Zimmerman, CDIS Peer, CSC  
Tae Yamasaki, SAGE CM, Hobson Clinic  
Tammy Hill, RC, Interbay Place

## GET INVOLVED WITH THE CONTRACT ACTION TEAM!

Contract Action Team or CAT builds strength and unity in the workplace so that we win a strong contract! While the Bargaining Team is at the table with management, CAT is spreading the message of what is happening in negotiations. CAT supports the bargaining team by reaching our coworkers through conversation, bulletins, and workplace actions.

**Could this be you? Do you love connecting with coworkers on how to address concerns? Reach out to your bargaining team or organizer!**

