

# OUR BARGAINING TEAM NEGOTIATED A MID-BARGAIN WAGE INCREASE AND BONUS!

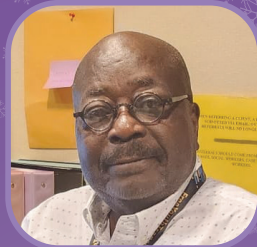
## YOUR BARGAINING TEAM!



**Amina Bare**  
Janitor, Gateway



**Durell Campbell**  
CSS, Union Hotel



**Francis Kwofie**  
Service Coordinator  
Mary Pilgrim Inn



**Ladedria Griffin-Stallworth**  
RC, Lyon



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



**Naomi Morris**  
Psychiatric RN, CSC



**Rose Salavea**  
CSS, Estelle



**Shunteasi Webb**  
RC, Morrison



**Willard White**  
HOST CM, 216



## WHAT HAPPENED AND FOR WHOM?

Our Bargaining Team negotiated a **\$250 bonus for ALL union members and wage increases ranging from 2.4% to 3.0%**. All members deserve big raises, but the bargaining team prioritized a higher percentage increase for our lowest paid coworkers who are the largest part of our union at DESC.

POSITION	% INCREASE
RC/SC, Janitor, Uncertified Peer, Admin, Turnover Janitor	3.0%
Clinical Staff, Maintenance, MA	2.8%
OT, PA, PMHNP/ARNP, RN	2.4%

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Job Title	\$ INCREASE per hour for step 1	\$ per hour for step 1
RC/SC, Janitor, Uncertified Peer, Admin	\$0.91	\$31.42
Turnover Janitor, Lead Janitor	\$0.93	\$31.89
Clinical staff, Medical Assistant	\$1.03	\$37.78
Maintenance, Unit Mitigation	\$1.09	\$39.94
Behavioral Health Outreach Specialist Behavioral Health Intake Specialist MHP	\$1.14	\$41.95
Mental Health Therapist, Psychotherapist		
Certified Occupational Therapy Assistant	\$1.09	\$40.14
Occupational Therapist	\$1.27	\$54.37
Registered Nurse		
Nurse Practitioner (PMHNP/ARNP) Physician's Assistant	\$1.90	\$81.18

Your dollar amount increase will be larger if you are on a higher step

**Clinical staff =** CSS, HSS, Case Manager (incl. Behavioral Health, Clinical, Crisis, Housing Access/ Retention, Mental Health, Milieu, Vocational, Outreach, SUD), CSC Client Care Driver, Client Engagement Specialist, Crisis Outreach Specialist, Diversion Coordinator, Certified Peer Specialist, SUD Counselor (SUDP or SUDPT), Behavioral and Housing Crisis Specialist, Hoarding Specialist, PACT PC

## WHEN IS THIS HAPPENING?

The wage increases became effective for all union members on December 1, 2025, and members will see the increase on our **December 24, 2025 paycheck** as well as receive our \$250 bonus. The bonus will be taxed as regular income and the withholding amount will be based on members' W-4 status.

## WHY AND HOW DID OUR BARGAINING TEAM COME TO THIS AGREEMENT?

Through bargaining surveys, priority votes and consistent conversation with our Bargaining and Contract Action teams, we all voiced our priorities for this negotiation – Safety, A Culture of Belonging, Training & Development and Wages & Benefits. Our goal was to get as much money in coworkers' pockets as soon as possible. That's why our bargaining team negotiated a raise and a bonus before the end of the year.

The bargaining team didn't want to leave one penny on the table and had a challenging discussion about what to do – keep fighting for a bigger increase and run the chance of getting nothing before the end of the year, or negotiate and move management's initial wage proposal as high as we could to win some extra spending cash and increased wages on the next paycheck. The Bargaining Team understood that we would still continue to fight for additional wage increases for years two and three of the union contract. This means we can get an additional raise on April 1, 2026 and on April 1, 2027.

## HOW CAN I JOIN THE FIGHT FOR A GREAT CONTRACT AT DESC?

The best way to win big raises is to show management we're united and stand behind our Bargaining Team. We do that by participating in solidarity actions like signing petitions, wearing stickers, or physically coming together to demonstrate our collective strength. Connect with your Bargaining or Contract Action Team member to get the latest news about bargaining and what we're doing to build our union and our power.