

Our Priorities are Aligned and We're More United than Ever

A supermajority of us showed up strong at our priority and action votes, which ended December 23. We are proud that we are all on the same page. 99% of us support our bargaining priorities and authorizing public action up to and including an informational picket.

Our bargaining team returned to the table on January 7 and made wage proposals that will bring us to top of market standards in each of our respective roles. We also passed proposals that would align our shift differentials, weekend, standby, preceptor and certification pay with the strongest standards in the Puget Sound. Finally, we made a proposal that will modify our Credit for Past Experience language to ensure that relevant experience obtained outside the United States will be counted as equivalent to that obtained in this country.



“We are proud to represent the integrity of our staff at bargaining. We are committed to passing proposals to management that will benefit and improve staff retention and patient care.” **Milli Palmer, LPN Hospice**

Read on for a summary of our priorities as presented in our recent votes. As our campaign escalates, let's all remember what we are fighting for!

Your Bargaining Team

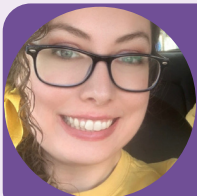
- **April Frazier**, Chaplain, Hospice
- **Brenda McGarrity**, MSW, Hospice
- **Debbie Hornberger**, CNA, Hospice
- **Jo Ellen Seaver**, RN, Home Health
- **Kelly Burke**, RN, Hospice
- **Lynn Warnock**, RN, Home Health
- **Milli Palmer**, LPN, Hospice
- **Tabitha Brown**, MA, OT, Home Health

Our Priorities for this Contract

A supermajority of us completed bargaining surveys to let our Bargaining Team know what our priorities are for our next contract.

We are prepared to stand up for:

- **Market-leading compensation, including:**
 - Competitive annual across-the-board wage increases
 - Premium, Differential and Certification pay (including a tech stipend for mandatory work-from-home employees on evening and overnight shifts)
 - Salary and Incentive pay structure that works!
 - Wage step audit to ensure ALL employees receive wage scale Credit for Past Experience (including International experience!)



“We need market leading compensation to care for our families and keep up with the cost of living. Competitive annual wage increases are how Compassus can retain knowledgeable and capable employees!”
-Brenda McGarrity, MSW Hospice

Maintenance of Benefits

- **Compensation for increased cost and decrease in health and life insurance benefits.**
- **WA State Sick and Safe Act compliant sick banks**
 - Rename EIB WA Safe and Sick Time
 - Make WA Safe and Sick Time available immediately
- **Holidays**
 - Holiday scheduling language to protect the system we had with Providence
 - The addition of a floating holiday that caregivers could use to request an observed holiday off that is not currently recognized



“Compassus drastically cut our benefits starting on May 1. For instance, for the Signature plan insurance copays doubled from \$20 to \$40 and the max out of pocket for family went up to \$10,000 and Saver plan up to \$16,000. Benefits have also been taken away, such as drop in Lyra benefit visits (from 25/year and now only 12/year). Until Apr. 30th we had employer provided life insurance of double our gross annual income and now only \$50K. The changes are leading to people not going to the doctor and getting necessary treatment. It is impacting my family and means a level of stress not experienced before Compassus took over.” **April Frazier, Chaplain Hospice**

Union Strength and Accountability

- **A Labor-Management Process that gives employees a regular monthly say in:**
 - Any changes to productivity standards
 - The use of AI to determine patient care plans
 - Our home area assignments
 - Caregiver and patient safety concerns
- **Accountability for Compassus**
 - A paycheck correction process for errors (in hourly wages, salary, premiums, differentials, incentive, certification pay, or mileage)
- An annual Wage Step letter to be sent to each employee on their anniversary
- **Union Strength Language to ensure:**
 - Compliance with our dues system
 - New Employee Orientation: 30 minutes of paid contract education
 - Union Leave is available for leaders stepping into positions with our union

“We depend on our employer to pay us for the time we work and the resources we expend and to recognize the work we are doing by compensating us properly!” **Tabitha Brown, OT Home Care**



“We need to hold Compassus accountable at many levels. When we see our patients’ interests or laws being violated, we must be able to address these issues right away. Just this week we are concerned about HIPAA violations and there is no remedy in sight. Our patients deserve better.” **Jo Ellen Seaver, RN Home Care**

