

WE ARE UNITED TO TAKE ACTION FOR A STRONG CONTRACT AND QUALITY CARE



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



Mylo Kolterman
SAGE Case Manager
Downtown BH Clinic



WE VOTED YES TO TAKE ACTION



"We overwhelmingly voted yes to take action at our action votes. It was great to see so many people at our action votes. I was able to share with coworkers that because of our joint advocacy, we've been able to help make DESC financially healthy and win livable wages. The streets are talking. I'm hearing about bad management behavior outside of 3rd Avenue: The Wild Wild West and an over-focus on discipline and numbers over compassion is making it so we can't trust each other. We can go to the city, the county, to other funders and raise more money together, but we are in this conflict right now because of poor middle management." —**Ladedria Griffin-Stallworth, RC Lyon Building**



"It's really important that we stand together now to get the wages and protections we need in our contract. We have something that is unique as workers at DESC and we should be a united front for the people we serve." —**Naomi Morris RN, Crisis Solutions Center**



"Through the action votes, I saw that we are united in the fight for a safe, accountable DESC. Right now, there are so many things going on with DESC and our goals are clear. We need to protect workers' jobs, ensure supervisors understand and follow the contract and stand up for what we deserve. This comes down to respect, workers deserve to be heard, to feel safe at their job, and to earn a living that supports themselves and their family. We need DESC leadership to take all workers seriously and act with accountability." —**Durell Campbell, CCS, Union Hotel**



OUR KEY PRIORITIES: SAFETY, EQUITY, TRAINING FUND, WAGES

We’ve been bargaining since the summer of 2025. In that time, we’ve been able to reach some agreements and we also won a mid-contract raise in December.

Agreements we’ve reached so far:

- **Training Fund** — access to the 1199NW Training Fund for classes and college credits (after being employed at DESC for a year)
- **Equity**
 - Enhanced language to protect against harassment including more time to file grievances related to harassment
 - Language protection — if you’re having a personal conversation with a co-worker you cannot be told to speak English
- **Layoffs** — more notice in the case of reductions and more rights on job placement to a “comparable position”
- **ORCA** — \$75 card (up from \$29)
- **Safety**
 - More training for all of us to support our safety
 - DESC will contract with professionals when there are bed bugs
 - Safety patrol will focus on clients, not on the public – no one is expected to “jeopardize their personal safety”
 - Safety committee will work together on ongoing safety improvements and review incidents to make improvements
 - Management will share contagious diseases info as soon as possible to everyone who may be impacted
 - Substance exposure, PM to address immediately and you can go home with pay if you can’t work due to an exposure
 - Janitors/facilities staff get briefed at the beginning of shift and can get support from a second staff member when there are dangerous circumstances
 - Peer escorts at the end of shift (within 2 blocks of work)
 - Space and safety at front desks and emergency exits where possible and a project to improve this at the Morrison and 515 building
 - A certified Critical Incident Stress Debriefing facilitator for the debriefs that happen as a result of a traumatic encounter
 - Being able to use PTO and PTO reserve to make up our paycheck when on workers comp

But we also have proposals out that are important to members where management is not in agreement.

Priority areas where we don’t have agreement:

- **SAGE productivity changes**
 - A better process to make positive changes
 - No discipline when we do our best to meet the goals
- **Reimbursement for professional abatement** if we bring bed bugs home
- **On-call improvements**

UNION	MANAGEMENT
Wages that match our full- time counterparts including movement up the scale	NO – bottom step
15% in lieu of benefits (implemented on 4/2027)	NO
Ability to get a part or full- time job when working those hours	YES
Priority for open jobs before members of the public	YES
Access to the grievance procedure	YES
Previous work on call will count toward probation	NO

• **Wages**

UNION	MANAGEMENT
Mid contract money last December – 2.4-3%	Mid contract money last December – 2.4-3%
April 1 2026 \$2.25/hour to all steps	April 1, 2026 \$1.10/hour to all steps
October 1, 2026 \$1.00/hour to all steps	NO
April 2027 reopener with 2% minimum	April 2027 reopener with 2% minimum

We take action because the cost of living is too high, some of us can't afford food and our other daily responsibilities, a dollar won't do, we are 15% underpaid from City of Seattle comparable jobs. We need funders and government programs to step up to make DESC work sustainable.



We've already taken some actions, but it's time to be louder. Get an update directly from a bargaining team or contract action team member to jump in.