



# One Year of Holding Compassus Accountable!



On Wednesday, May 13, Compassus held a breakfast with local and corporate leadership to celebrate their one-year anniversary running the agency. Our bargaining team attended with support from coworkers to share a message about the accountability and standards we need to see from them going forward.



“Thanks to everyone for coming out to support our action at Compassus’ one year anniversary celebration! I was proud to stand up for what we need with many of you from around the agency. It appears to have been successful. In our last bargaining session, management said yes to several things they had previously said no to. Management can see we are serious and last week Compassus executives got to see it, too.”

– April Frazier, Hospice Chaplain, Bargaining Team

## Standing Up for Paycheck Integrity

Paycheck correction is one of our top bargaining priorities! We have been standing up for a fair system to ensure that we are all paid at the correct hourly rates, S&I is compensated per the contract, and all errors including mileage reimbursement will be corrected as soon as possible.



“Our consistent advocacy for paycheck correction is starting to pay off, literally. We are proud that individual workers who noticed that they were being paid incorrectly have had their wage rates adjusted by working with Management and also through the grievance process.

We have a victory for everyone now: Management shared at our bargaining session on May 19 that they are conducting a unit-wide audit of all our wage rates to ensure that we are all being paid at the correct step and receive retroactive payments where needed. HR reports that this audit will be completed by June 5 and corrections and reimbursements will be on paychecks the weeks of June 15. We will announce all updates we have about this process.” – Milli Palmer, Hospice LPN, 1199NW Executive Board Member



“All salaried workers should be aware that the S&I rate in our current contract is \$60/extra unit. We

believe that we are being incorrectly paid at \$50/unit. This is another form of payroll audit that we are standing up for with a grievance! Salaried employees also need to be able to count on our paychecks being accurate!”

– Tabitha Brown, Home Health OT, Bargaining Team

# Contract Bargaining Update

We are seeing movement from Compassus at the table. Over the past two sessions, we secured a number of agreements that we can be proud of!

## We have reached agreement with management on these articles:

TOPIC	DATE OF AGREEMENT
<b>Credit for Past Experience for PTs and OTs with past experience as a PTA or COTA.</b> All PTs and OTs hired with PTA or COTA experience will be given 2:1 credit on the wage scale for this experience.	April 16, 2026
<b>Tech Stipend.</b> All RNs working after hours shifts from home will remain eligible for the \$25/month Tech Stipend.	May 21, 2026
<b>Labor Management Committee.</b> The Labor Management Committee will now meet every other month to address worker, department and unit-wide issues. This will increase the number of meetings annually from 4 to 6.	April 16, 2026
<b>Union Dues.</b> Compassus agrees to deduct dues per the instructions they receive from our union's dues office. They will send timely reports of what money is being deducted from each member, so that problems with deductions can be corrected promptly.	April 16, 2026

## We're headed in the right direction, but there has been no movement on Compassus' economic package.



"We feel hopeful to see Compassus reaching agreement on articles that will strengthen our current members. Awarding additional credit for past experience to some coworkers and providing support for labor-management work is a big step in the right direction. That said, we are also fighting for the wages, benefits and work conditions that will allow us to recruit and retain our skilled staff. We continue to lose co-workers every week, and there is a clear solution. We need Compassus to bring our wages and benefits up in line with the Puget Sound market."

– **Brenda McGarrity, MSW Palliative Care, Bargaining Team**

# Where we're still far apart:

## OUR UNION PROPOSAL

### Market-Competitive Wages.

These include needed Market adjustments, annual across the board increases by a percentage or dollar amount for the lowest paid workers.

Across the Board Raise Opening Proposal:

Year 1: 10%, or \$4, whichever is greater

Year 2: 5%

Year 3: 5%

+Market Adjustments for everyone!

### S&I Raises.

#### We made proposals that would:

- Increase the per-unit payment from \$60 to \$80.
- Ensure that salaried employees get holiday pay for working holidays—just like hourly staff!
- Travel: Decrease the mileage threshold from 600 to 400 miles.
- Eligibility: Allow clinicians to close charts within two of your working days (rather than two working days you may be off).
- Increase Unit Credit awarded for:
  - Precepting
  - Oasis Start of care
  - ROC
  - Non-Oasis SOC
  - Missed Visit
  - Oasis Agency Discharge
  - Reassessment
  - Secondary Eval
  - Lab drop-off
  - Non-Visit/Agency Discharge

### Paycheck Correction.

We are proposing the creation of an online portal where we can report paycheck errors and receive a correction within 14 days. If wage errors are not corrected within this defined period, we are asking for interest on the back pay, just like L&I would order an employer to pay.

If an employee is experiencing undue financial hardship due to the error, we are calling on Compassus to correct errors within 72 hours.

## COMPASSUS OFFER

### Below Cost-of-Living Raises.

Year 1: 2.5%

Year 2: 2%

Year 3: 2%

No dollar amount raise for lower wage workers

No Market Adjustments

### Modest Raise. Overall reduction in eligibility.

- Increase per-unit payment from \$60 to \$65.
- No change to holiday pay.
- No reduction of mileage threshold.
- **Require submission of all charts by 10am the NEXT DAY for all types of visits.**
- Maintain all current unit assignments.

### Reject.

Compassus wants employees to contact your managers and use the current payroll@compassus.com email address to report paycheck inaccuracies.

### Replace EIB with Sick-Safe Time.

EIB banks are not compliant with current WA law. We proposed that Compassus roll all accrued EIB time into a Sick-Safe Bank that all workers can access on the first day of illness.

### Takeaways.

Compassus agreed to create Sick-Safe time bank with two reductions in benefits:

1. They only want to make accrued EIB available for 2 years after the rollover.
2. Reduction in Safe-Sick accrual to 1 hour for every 40 worked for ALL workers. This is the legal minimum. We currently have much better rates (up to 3.09 hours every two weeks) for workers with over 9 years at the agency.

### Maintenance of Retirement Benefits.

We proposed that Compassus maintain the rate of 401k contribution and agree not to reduce the benefits or raise fees we are required to pay from those required by Providence.

### Reject.

### Maintenance of Medical Benefits.

We proposed that Compassus maintain the level of coverage and cost of benefits that we had with Providence.

### Increasing Costs.

Compassus is asking us to agree to up to a 12% increase in premium costs each year.

They are offering no commitment to maintain the level of benefits we need.

**Parental Leave.** We proposed that Compassus allow workers to combine their FMLA, Compassus Parental Leave and any PTO or Sick time available to cover a parental leave of up to 6 months.

We propose to expand the definition of who is eligible for this leave to that recognized by WA FMLA. Employees would be eligible for leave following the birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care, during the first year after the child's birth or placement.

### Legal minimum. Reduction in Benefits.

Compassus' response asks us to accept the legal minimum protections, reducing leave eligibility to only that protected by FMLA.

Compassus does not commit to protect the 1-month currently offered by the company.

They do not agree to allow employees to extend their leave through a combination of FMLA, Sick-Time and PTO.

**Certifications Eligible for Premium Pay.** We proposed a list of 9 certifications that could help recruit and retain staff with language and specialty skills we need, including:

- Medical Interpretation certification
- Professional Chaplain Certification
- 4 specialty certificates for supporting Lymphodema patients
- 2 specialty certificates for Wound Care

### Agree to add two certifications for Wound Care RNs:

CWCN: Certified Wound Care Nurse

CWON: Certified Wound Ostomy Nurse