

WE ARE FIRED UP AND WILL ACCEPT **NOTHING LESS THAN DIGNIFIED WAGES**

Lifelong management spent months blaming our bargaining team for not being able to come to the bargaining table. Meanwhile, it was management denying our bargaining team the flex time we need so we could all have the time to negotiate.

When we finally got to the table, management's paid lawyer spent the entire time reprimanding us and whining that we must respond to her reprimands before we could start bargaining wages.



"We see what management is doing. It's union busting tactics. Management insists on bargaining 9am-5pm, but I don't have the financial ability to continuing paying \$200 each bargaining day for childcare, and they know that. They're continuing to add limitations to who can be at the table. With fewer of us at the table, we have less representation and less advocacy for what we need and deserve. They do not want us to unify and fight for our priorities, but we're ready to fight for dignified wages." **Noemi Ocampo, Bilingual Medical Case Manager, Everett Office, Bargaining Team Member**

When our bargaining session was over, management finally sent us their counter wage proposal after months of us presenting our wage proposal.

We proposed...

- ✓ 10% wage increase when the contract gets signed including a retroactive 10% increase from April 1, 2025. Then, 5.5% next year, and another 5.5% increase the following year.
- ✓ Shift differentials for evening shift (an extra \$2/hr), night shift (an extra \$2.75/hr), and weekend shift (an extra \$3/hr).
- ✓ Market adjustments for Registered Dietician Nutritionists and Facilities Assistants to catch up with the market rate.

Management proposed...

- ✗ 2% increase when the contract gets signed (no retroactive pay), 2% on individuals' anniversary of hire date, 4% the next year, and 3% the following year.
- ✗ Shift differentials for evening shift (only \$0.75/hr), night shift (only \$1.25/hr), and weekend (only \$1.50/hr).
- ✗ No market adjustments.
- ✗ Their proposal doesn't even get our lowest paid worker to \$25/hr within 3 years.



"It's infuriating, especially when you think about how much upper management makes and how much inflation is. Management thinks we don't need market wage adjustments for Registered Dietitian Nutritionists (RDNs) and Facilities Assistants. As a union, we have gotten good wage increases in the past, and we can do it again. We need everyone at bargaining update session so we can come together to get dignified wages." **Solenne Vanne, Registered Dietician Nutritionist, Georgetown Yards, Contract Action Team Member**

Lifelong: Who Do You Value?

- Lifelong’s CEO salary reported in 2024 was \$321,010 (\$154/hr)
- Lifelong’s CEO salary reported in 2023 was \$281,286 (\$135/hr)
- Lifelong’s CEO salary reported in 2022 was \$136,824 (\$66/hr)

CEO compensation has gone up 134.6% in 2 years between 2022 and 2024!

Management is also choosing to pay outside law firm Miller Nash to negotiate this contract.

- Our members’ wages went up 9% between 2022 and 2024
- Our average member’s salary is \$60,610 (\$29/hr) in 2026



Our bargaining team is centering our top priority: higher wages

Come to a bargaining update session to learn more about what it will take to win dignified wages for all of us!

Virtual Bargaining Update Sessions

Friday, August 7	11am
Monday, August 10	5:30pm

Scan the QR code to join the Zoom meeting.



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