

Fighting for safe workplaces, staffing and fair wages at DESC

After winning hazard pay and protecting our good healthcare, we're moving into full contract bargaining with strong proposals for staffing and safety. Everyone deserves a safe workplace and we've all had to deal with the problems that staffing shortages create.

To address staffing and safety problems, we've led with proposals to establish caseload maximums and staffing minimums that leave no one alone in a building and to address harassment and/or assaults perpetrated by clients on staff. We've also put forward proposals to allow each team to collaboratively create their own minimum staffing requirements, so that the staff who know best what they and clients need can make the guidelines. Together, we will continue to fight for safe workplaces, proper staffing and good wages!

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SC QAS

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Ryan Dolan
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"Management didn't have a policy for when my coworker was being stalked, so when that situation came to a head, they just moved that client to a different building. It's dangerous that management is only reactive, not proactive in situations of clients being assaultive or harassing or stalking. The policies they state are in place are not effective in dealing with real life situations. Our proposals force them to develop a plan for these situations proactively instead of individual ones reactively."

—Divina Maggi, RC, Clement Place



"I've seen a client hit a staff member in the face and she wouldn't leave the shift to go to the hospital because she was worried about staffing there. If something happens to someone on a shift, even something like going to the bathroom, the other person ends up being alone. It's hard to deal with stuff on your own. Our staffing minimum proposals are important because we have each other's backs and the more of us we have on a shift the better. We keep each other safe; we keep our clients safe."

—Walker Thomas, Service Coordinator, West Wing