

## *We voted yes to take action!*

We work for Compass Health because we want to provide quality behavioral healthcare to our community. The work we do to care for our most vulnerable community members is extremely important and makes a difference in our clients' lives. However, the care of our community is at risk because we cannot recruit and retain the workforce we need at Compass. We came together across the Compass system and voted yes to give our bargaining team the authority to call for action up to and including an informational picket.



### **Bargaining Update: Management brought a backwards proposal**

On June 3 we met in bargaining with Compass management. We received a comprehensive package of proposals, and we were disappointed that management made little movement. We know that we all have to be good financial stewards and we want Compass to be financially healthy, however we know that without us, Compass will not continue to be a good steward of care to our community. Compass brought a proposal that does not move us forward, that represents less money for us and our coworkers going into the future. We expressed our frustration on behalf of all of our coworkers to management. Management finally demonstrated understanding of one important point that we have been making, which is that our lower paid co-workers need more compensation. Management brought a proposal for a significant wage increase in the third year of the contract for peer counselors. However, we know that we need increases right away! In addition, they said that this was in exchange for the \$500 healthcare deductible. We are coming together for a contract that we believe will help retain the workforce we have and recruit new people to come work at Compass.



"I am extremely disappointed to see what management brought to the table. I feel we are not being seen, listened to, or valued. At least for me. I didn't appreciate the lack of transparency, and to be met with such a small window to decide on big decisions that leaves so many with so little seems ludicrous to me and I'm sure it will to others."

- Amanda Steffen, Psych Tech, Mukilteo E & T



"I am feeling exasperated and disheartened. It is basically the exact same proposal as the proposal they brought before. There is movement for the peers, but in exchange for healthcare which we have been clear on. It's not just about the peers, we also care about the clin 1s and mental health techs. We want to move back from the percentages, and that hasn't been reflected at all. Compass hasn't gotten the 15% increase on Medicare reimbursements yet, and their proposal doesn't reflect the increase in funding they will be receiving. It's frustrating because other agencies are able to bring it back directly to the workers, like CCS, BHR, Sound. People are pissed about the rebranding. People talk about it all the time. It's maddening when you see these agencies pass through the increase and you see Compass spend money in other ways."

- Rebecca McClinton,  
Clinician 3, Whatcom McLeod



"I take being at this bargaining table very seriously, I am not just talking for me, I am speaking for all of my coworkers, and the stories that they tell me will end up here in one way or another. When I have single moms on food stamps, going to food banks, making over minimum wage, but still below the poverty line, working 40 hours per week. I don't understand how we can feel good about anything less than what the union has proposed. Even with that increase, we are still not going to meet competitive wages for other companies in our general area. For my position as a care coordinator, I could go to another company one town over. I could make \$4-5/ hour more. We are losing people because of that. We have to find some way to get those numbers up somewhere they need to be. The company's financial predicament is not the workers' responsibility and it is not our fault. We deserve to be able to live, we need good livable wages, and we need quality healthcare. We are going to stand by that."

- Charlie Bray, Care Coordinator, WISE Skagit



"Compass argues we are the healthcare leader in NW Washington. They are talking about meeting market. But their proposal is not leading, that is catching up. The offer Compass gave us was regressive, it is less than the offers they have given us before. Usually the union will ask for more, and the company will offer something for less. Once of our cycles, Joe presented a blank page. The idea is to come to the middle, but you've gone low. I get the economics of it. The overarching goal of all of us is to recruit and retain employees. It is not working, which is why we did something more bold, to ask for a flat wage, to keep lower wage employees for longer. We are disappointed."

- Troy Husband, DCR Skagit

# Our progress in bargaining - Tentative agreements

## New agreements 6/3/2024

### ★ Overtime

- ★ Except in emergency situations, employees will to the best of their ability communicate with their immediate supervisor and acquire approval in writing for, any time worked in excess of forty (40) hours in a regular workweek unless such time is needed for imminent.

- ★ Education Fund increase to \$500 and a report of the balance of educational funds will be provided to the employee upon request.

### ★ Damage to personal property:

- ★ Glasses reimbursed up to \$400 towards replacement glasses (right now we are reimbursed for \$150).
- ★ Automobile reimbursement up to \$500 of our auto insurance.

outside of the bargaining unit will not count towards their new seniority date when they rejoin the union bargaining unit.

To provide the care that we do for our community, we need an experienced and excellent workforce. Our proposals will help to recruit and retain co-workers. Since we began bargaining, we have made important movement in these areas:

## Labor Management Committee Layoff options

### Clinician pay

- ★ Clinician I coworkers whose Agency Affiliated Counselor – Certified credential is used for the benefit and at the direction of the Employer, will receive a one-time increase of two steps on the wage scale or 3% for each step if they are at the top of the scale.
- ★ SUDTs who complete their Trainee hours and receive a SUDP credential from the Department of Health shall move to the same step on the SUDP wage scale.

### Reimbursement for license/registration

- ★ New employees will be reimbursed the fee for a newly acquired license/registration that is required to practice in their classification when that fee is incurred prior to their start date.

### Joint Advocacy Council

- ★ Compass and SEIU will form a Joint Advocacy Council (JAC) that will discuss and engage in a cooperative manner regarding areas of mutual interest.

### Inclement weather

- ★ If we determine that traveling to work is unsafe or impossible due to inclement weather, with supervisor approval, employees may also utilize other educational opportunities relevant to their work in addition to the online coursework and other opportunities available to us.
- ★ We will have the opportunity to make ourselves whole for our FTE if we arrive later than the grace period of one hour to work by taking vacation, personal holiday or leave without pay. It will be optional for us to make up the time at a later date and not required.

### Job reclassification

- ★ If we determine that our job duties are similar to a higher paid job, we can now become reclassified into a higher paid position and receive higher pay if one or both is applicable.

### Seniority for people who leave the bargaining unit

- ★ If someone leaves the bargaining unit but is continuously employed at Compass and returns to a union position later than 12 months, they will receive their previous seniority time, and have their seniority date updated. However, the time spent

### Callout pay: Minimum if actually called out

- ★ Employees on pager duty or on a backup shift who are called out to respond in person more than once during their pager coverage shift, having returned home between callouts, will now have the one-and-one-half hour (1.5) minimum callout pay apply to multiple outreaches. For example, if the Employee was called out at 7pm, returned home at 7:45pm, and called out again at 8:00pm, they would receive a minimum of 2 hours and 30 minutes at their regular hourly rate of pay.

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### E&T full staff premium

- ★ Compass commits to make every effort to achieve a minimum staffing complement at all Evaluation and Treatment Facilities and Triage/Crisis Stabilization Units. If staffing levels are below the minimum staffing complement level, a \$2.00/hour premium will be paid to those staff on shift for at least 5 hours of the shift. The following staffing levels apply:

Facility type:	If census is...	Minimum staffing complement is...
E&T	Greater than 4	5
	4 or less	4
Triage/CSU	Greater than 8	4
	8 or less	3

Staffing complement may consist of any combination of RNs, Psych Techs/Mental Health Techs, Medication Nurses, Clinicians, Peers, Management, and administrative support such as Unit Clerks or Administrative Specialists. Employees will work with any and all team members. Employees will give sufficient notice regarding vacation, sick and schedule shift changes to allow for coverage.

### DCR standby - San Juan County

- ★ This language will be retained in the event that this is needed in the future.

### Premiums

- ★ We are in agreement that we will now receive multiple differentials if we work evening or night and weekends

# Important Bargaining Priorities – No Agreement

## Respect for Our Organization

- ★ Inclusion of all workers who work at Compass in the union.
- ★ 2 hours of paid time for delegates that won't be factored into their productivity for delegate duties including contract enforcement, investigating grievances and support co-workers in grievances.
- ★ Increase bargaining team hours to 120 hours calculated for each bargaining team member in the same way that Education Time is calculated for productivity purposes. And bargaining team members on scheduled benefit time will have the choice of getting paid for their benefit time and their hours spent in bargaining or to have any hours spent in negotiations returned to their benefit time bank/pool.

## Education

- ★ Clarity between employer directed versus employee directed education.
- ★ Compass will make a good faith effort to schedule employer directed trainings and work with vendors to accommodate all shift workers.
- ★ Employee directed educational offerings not offered during normal work time for evening or night shift workers will be able to use Education Time to attend the training.
- ★ For employer required trainings education time may roll over to two years instead of one.

## Recognition for Our Work and Improved Working Conditions

- ★ Damaged personal property – we need appropriate reimbursement for our personal property when it's damaged in the course of our work.
  - ★ Phone repair or reimbursement.
- ★ Remote work during inclement weather.
  - ★ Employees with an approved Remote Work Agreement specific to their current position may utilize additional options in cases of inclement weather.
  - ★ With supervisor approval, employees may also utilize their educational time (employer or employee directed education time) to take an on-line coursework or other educational opportunities relevant to their work.
- ★ Updated vacant extra shift assignment process.
  - ★ A more equitable system to allow people to rotate into vacant and extra shifts paid as overtime – we are in dispute about how the overtime is paid.

## Supervision - Licensure

- ★ Clinician III - all hours spent supervising interns will receive \$1.00/hr premium pay or preceptor pay, whichever is higher.
- ★ Any Clinician II who can provide supervision for a license will be moved to the Clinician III pay grade in order to be eligible and available to provide supervision for licensure.

## Supervision - Non-licensing

- ★ Clinical supervision by someone with the appropriate skills and experience
- ★ For employees holding a clinical position where an employee's clinical supervisor is not their immediate administrative supervisor, employees will have regular supervision time with each supervisor.

- ★ All employees will have regular reviews and time with their supervisor to discuss work performance, concerns the member has, advancement goals and opportunities, educational opportunities, or other items as either the supervisor or employee feel are appropriate.

we think it's important for there to be equity and for all of us to receive an equitable increase.

## Wages

this is a major priority

	Union	Management
<b>Wage Scale Upon Ratification</b>	New wage scale moving to wage scale C plus \$4 more per hour. All MHT 3 and Psych Tech Positions shall receive an additional \$0.50 per hour increase.	All employees except as noted below are moved to a new, consolidated scale for their job class. The new scale is 6% over the old "C" scale, and 12.46% over the old "A" scale. New scales with differing increases for these job classes: Clinician I/Care Coordinators Clinician II (non-licensed) Clinician II (Licensed) Clinician III/DCRs Medication Nurses Registered Nurses
<b>Across the Board Increases 3/31/2024</b>	6%	5%
<b>3/31/2025</b>	6%	5% & Peer Counselors 12%
<b>3/31/2026</b>	We are proposing a three year contract 2023-2026, not a four year contract.	6%
	On-call scales are 20% over base scales.	Yes but contingent on the rest of the package.
	Employees working in outpatient/intensive outpatient services located in San Juan County shall be provided with a \$230/month stipend, prorated based on FTE, in recognition of the unusual costs of commuting inherent to living in that county.	Yes but contingent on the rest of the package.
<b>Backpay</b>	Backpay to March 31, 2023 and paid out 30 days post ratification.	Backpay to January 1, 2024 and paid out 90 days post ratification.
	The Peer Wage Scale (as well as all other job classes on the scale) shall have only 4 steps; after completion of their 4th year-and for anyone hired with more than 4 years of experience, they shall be placed on the Clinician 1 scale at step 5 (or whichever step they were hired into). All bachelor's level Clinician 1's who complete 1 years worth of studies and continue to be enrolled for at least 1 course every 6 months shall move to the same step on the Clinician 2 pay scale; they will continue to progress on the Clinician 2 pay scale for as long as they are enrolled in at least 1 course every 6 months. All Clinician 2s shall move to the Licensed Scale, and the Licensed Scale shall be renamed Masters Level Clinician 1 (MLC 1). All Clinician 2's on the Clin 2 Licensed Scale shall move to Clin 3-which will be renamed Masters Level Clinician 2 (MLC 2). Any MLC 2 who is providing licensure supervision for a staff member or a student shall receive a lump sum payment on each paycheck equal to \$250.	No to all of these

Compass moved back wards on this, previous proposal was backpay to March 31, 2023 - they are proposing less money than their previous proposal!



# Additional Compensation - Shift differentials

we think it's important for the lower wage workers to have a higher increase on premiums

## Evening/Night/Weekend

	Current	Union	Management
E&T Clinicians & Psych Techs/ 24/7 Adult & Child Outpatient Services/ Residential/Crisis Triage Staff / Voluntary MCOT staff	\$1.25/ \$1.50 / \$1.75	\$1.65 / \$2.25 / \$2.50	\$1.60 /\$1.85 /\$2.25
E&T RN/Medication Nurse/Triage Nurse/DCRs	\$2.50 / \$3.00 / \$3.25	\$2.75 / \$3.50 / \$4.00	\$3.00 /\$4.00 /\$4.50

## Weekend Shift times

Residential, Crisis Triage, Emergency Services and E&T Weekend Shift	All Sat & Sun (Starts Friday at 23:00 and continues until Monday at 06:00)
24/7 Adult & Child Outpatient Weekend Shift	All Sat & Sun (Starts Friday at 23:00 and continues until Monday at 06:00)

## Pager duty, crisis phone

- ★ All employees (except PA's): \$4 per hour
- ★ Decrease the number of days required to hold the "week long" pager/crisis phone to 4 days
- ★ Employees who voluntarily, under their own initiative, ask for another employee's pager/crisis phone shift without there being a "hole" in coverage do not qualify for the additional paid day off. These additional paid days off will be added to a person's vacation bank and can be allowed to exceed any cap on vacation hours.
- ★ Late start for those who were called in for pager or crisis phone duty to work between the hours of 9 PM and 5 AM shall be entitled to start their day 3 hours later than their usual

management is proposing \$3.50

## Health benefits

this is a major issue

this would be new management says no! They want to maintain "Saturday and Sunday"

- ★ Compass wants to raise the deductible and we need an affordable deductible.
- ★ Increase to the employer coverage for children's healthcare.

management will not agree to increased support for our children's healthcare, vision, or dental

## Preceptor, lead, and orientor pay

- ★ Expand who may be considered a preceptor to all workers who work with students or new hires
- ★ Increase Preceptor Pay from \$1 to \$2 for all hours worked as a preceptor.
- ★ Create new pay for those providing orientation: \$1 per hour for hours worked as an orientor.
- ★ Create new pay for leads who will be assigned for each team: 10% premium on their base rate of pay.

management only wants to compensate nurses who work as preceptors at \$2 per hour

## What is an informational picket?

An informational picket is all of us unifying with our co-workers to send a strong message to Compass and to alert our community about what is happening at our hospital.

An informational picket is NOT a strike. We will picket on our breaks, before or after our shifts, or on our day off.

It is illegal for management to discipline us for taking part in an informational picket.

An informational picket is an effective way of bringing our message to our community.

## We have taken action and we need to take more!



## Language differential

- ★ \$25 premium a day when requested to provide translation services during the work day.

## Drive time

- ★ All employees who travel to see clients shall receive a monthly report of their transit time. Prior to any disciplinary meeting the union and the member will be provided the past three monthly reports of transit time; and transit time will be a factor in determining any discipline for members.

## Benefit time use

- ★ Exceptions may be granted to the use of benefit time combined with hours worked when an employees agree to cover a vacant shift (this changes from vacant shifts in a 24 hour program).
- ★ Benefit exception form should be signed by a supervisor and management will not unreasonably deny a members use of the benefit exception form to access this benefit.

## Bargaining Team



- ★ Rebecca McClinton, Clinician 3, Whatcom McLeod
- ★ Chelsey Dyer, Clinician 2, Child and Family Outpatient, San Juan County OP
- ★ Charlie Bray, Care Coordinator, WISE Skagit
- ★ Sydney Sivertsen, Clinician 2, Everett
- ★ Mikayla Shea, Clinician 2, WISE Whatcom Cordata
- ★ Tom Garland, DCR Skagit
- ★ Troy Husband, DCR Skagit
- ★ Max Whipple, RN, Whatcom Triage
- ★ Amanda Steffen, Psych Tech, Mukilteo E & T
- ★ Stephanie Guzman-Fix, Medical Assistant, Everett