

We are united and we will continue to bargain and take action

We have bargained with management twice since our action vote. Management brought us a regressive proposal that demonstrates less overall money on the bargaining table. We delivered a clear message: That will not work for us. We understand that Compass' financial situation is not as solid as they'd like; however, we also know that without retaining quality workers to provide care to our clients, it will not get any better. Compass should be receiving the 15% increase in reimbursements, and their proposals do not reflect this.

We are clear that we all need wages going forward that will recruit and retain, and health benefits that are affordable. We have also been clear with Compass that we need wages that are equitable and that is what our proposed \$4 increase for everyone represents. We do not think that it is right to divide us, and for some of us to receive a sizeable increase and for others not to. All of our work is valuable and we need Compass to acknowledge that.

Taking action!

On Friday we delivered two Unfair Labor Practice charges to Compass. One for regressive bargaining and setting arbitrary deadlines in bargaining, and one for retaliation for union and/or protected activities. We have legal rights regarding bargaining and our union activity is protected by the National Labor Relations Act. We will defend our rights.



"We are at the table, bargaining in good faith to get an agreement, and we want management to be, too. We represented our co-workers when we informed management that we are upset and need them to do better. We have filed two Unfair Labor Practice charges. One for a co-worker who was terminated the day after we took action, and the other for regressive bargaining. We are disappointed and frustrated, which is why we are preparing to take a significant action." **Chelsey Dyer, Clinician II, Friday Harbor**



"I'm excited that we filed the Unfair Labor Practice charge. When I took action at the gala, I wanted to show up and make myself known that I was in support of the union. It was important to me to take action from the start. I was told by multiple people that I should wait until after the first 90 days to participate in union activity. They proved that to be right, but management can't just fire someone for participating in the union. It is important to seek justice for being terminated because if I don't, they will keep doing this to other people. We have to show them that they can't break the law and keep doing union-busting activities without any consequences. I want to prove to people on the bottom rung like me that management isn't untouchable. They are people and they can be held accountable. It would be wrong for me not to seek justice, because I'm in a place to do so." **Alyssa Sobota, former Peer Counselor, Snohomish County WISE**



Health benefits are critical to our future!

Affordable health benefits are a key strategy for building equity. Providing healthcare is what we do, and we should have good care at a good rate. Our current deductible for the base plan is \$100 and Compass is proposing to increase it to \$500. We have told them that is unacceptable.



“If we start chipping away at our health benefits, they will start doing that to other benefits beyond our healthcare. The minute that you start chipping away, you won’t get back what you lost. Nearly 97% of the workforce uses the \$100 deductible. Management seems to forget that we have a whole company of employees at our backs. We are not bargaining for the individuals at the table, we are bargaining for the whole company. If management can’t hear us across the table, they will hear us in droves when we unite to take action. They need to see that it’s just not the people across from them that want these changes.” **Stephanie Guzman-Fix, MA, Colby**



“Having affordable healthcare is important to me because it reflects the concept that you can’t pour with an empty cup. You can’t take care of others if you aren’t being taken care of yourself. If someone is concerned that they are not able to afford their medication or another basic need, it will bleed into their work and impact their clients. A lot of our jobs involve getting clients connected to insurance. It is ironic that our job is to find the best insurance fit for them, when we have struggles with being connected with decent insurance or accessible care ourselves.” **Gemini Carman, Clinician I, Whatcom MCOT**

Continued progress in bargaining

In our last bargaining session, we reached three tentative agreements:

Non-discrimination

- ✓ Gender identity and gender expression are now on the list of protected classes.

Evidence Based Practice

- ✓ Our labor/management committee will discuss current best practices, and how to best provide continuing education to support the use of best practices.

Inclement weather policy

- ✓ 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.

Next steps

We are growing our Contract Action Team and preparing to take more actions. Get in touch with a bargaining team member for more information!

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



Stephanie Guzman-Fix, Medical Assistant, Everett

Upcoming bargaining dates: June 26 and July 8.

We have told management that we are willing to bargain into the night on these days, however they’ve said that they don’t see how that would be productive. We will continue to make ourselves available and we continue to bargain in good faith. We are asking Compass to do the same.