

We are more united than ever!

We met with management on Thursday hoping to reach an agreement on a new contract, but unfortunately they brought an unacceptable proposal that doesn't meet our needs. We continue to tell Compass that we expect the 15% increase in Medicaid reimbursements to be passed through to frontline workers. We found out that management's proposals for funding through the ASO did not include a 15% increase for workers and instead reflected wage increases aligning with the proposals they've brought to the bargaining team.

In addition, Compass found out that the premiums for the Kaiser healthcare plans will be saving them money, yet they continue to stick to their proposal to increase our healthcare deductibles with no increase in support for those who insure their families.

Our message to Compass management is clear:

- We will not accept a contract that includes takeaways.
- Affordable healthcare is important to us.
- We expect to receive wage increases that will retain us.
- We demand that the 15% we fought for in the legislature is passed on to frontline workers.

Many of us are frustrated after learning about the increases to management's compensation and we asked them about it at the bargaining table.



"Our bargaining team remains strong, united, and ready to keep fighting for the contract you all deserve. Compass continues to bring unacceptable and disrespectful proposals.

Takeaways are just unacceptable and we know that affordable healthcare is critical. We will stand together in our Union to ensure that at Compass we get what we need to support ourselves, our clients, and our communities. The 15% we won in the legislature belongs to all of us at Compass – we will continue in our fight to have that reflected in our wages."

–Jane Hopkins, RN, SEIU Healthcare
1199NW President

"Compass Health's family healthcare plan carries an exorbitant cost. It currently costs our family about seven hundred dollars a month in insurance premiums. Compass is desperately in need of some changes to their available insurance plans."

–Tristan Daeley, Mt. Vernon, DCR



"If we were to start paying for our healthcare, then I'd probably have to apply for housing assistance. If our healthcare changes

then I'd have to make choices like having surgery to make my life more doable or getting food this month. To me it shows there's no compassion or respect for employees." –Susie Cavanaugh, Aurora House, MHT III

We are ready to picket!

Last Friday, a group of us delivered the required 10-day picket notice to Tom Sebastian in person to let him know we are ready to picket this coming week. We are organizing many actions, and these pickets are just the beginning! We also told management that we want to settle this contract -- they have the power to stop our actions at any time by coming to the bargaining table with proposals to recruit and retain us.

We will be joining together next week at the following locations. **Please sign our 'I'll be There petition' with a coworker!**

Sign the 'I'll Be There' petition:

Join the fight!



1199nw.org/4bOJAT2

INFORMATIONAL PICKETS AND RALLIES

McLeod

July 29

12:00 p.m. – 1:00 p.m.

3645 E McLeod Road
Bellingham, WA 98226

Mukilteo

August 1

4:00pm – 6:00 p.m.

10710 Mukilteo Speedway
Mukilteo, WA 98275

Rally Bellingham

August 3

11:00 a.m.

Maritime Heritage Park
500 W Holly Street
Bellingham, WA 98225

Local businesses stand with us!



“It has been a long sixteen months. Our team has asked for transparency and partnership. What we are asking for is not out of the reach of reality: the 15% increase we as workers worked hard to get from the legislature given to us as raises. Instead they’re proposing takeaways in the contract and changing healthcare. Our coworkers need to ask ourselves who we are really working for, if we are not being given the money we worked hard for on Lobby Day 2023, and also being told we have to pay more for insurance. We want to know – where is the money going?” **–Sydney Silvertsen, Clinician 2, Everett**

Everett

- Feel ARTISTIC
- Thai Lime Leaf
- Good Dry Cleaner
- GO!! GO!! Teriyaki
- Halal Foods Feast Alforat Market
- El Paraiso
- Paesano’s Coffee Cafe
- Strawberry Patch
- Romino’s Pizza
- Rum Thai
- Katie Fine Jewelry
- Maintenance Salon & Spa
- Botan Ramen n’ Nar
- Chai Cupboard
- Valley Deli
- Sprio Healing
- Mini Mart
- Grand Leader Mercantile
- Tokyo Teriyaki
- Kindred Healing Space
- Amante Pizza
- Mom and Pop Cakery
- Amina’s Hair Braiding
- Skateboard Clothing Shoes
- Pop Barber Shop
- Petrikor
- Bar Green

- Prestige Espresso
- Delite Bakery
- Stadium Flower
- K Fresh
- Salish Sea Ceramic Studio
- Hot Rod Vintage Closet
- The Sister Restaurant
- Son-Isle Co-Op Community Board
- Choux Choux Bakery
- Los Frids
- A Pizza
- Midnight Grocery Store

- Good Vibes Tattoo
- Lost in the Groove

Whatcom County

- Bakerview Starbucks
- Woods Coffee in Ferndale
- Ferndale Public Library
- Chocolate Necessities
- Boundary Bay Brewing
- Third Planet
- The Stone Moon,
- Are You My Human
- Our Community Bulletin Board all over Whatcom County

Mount Vernon

- District Brewing
- Fran’s
- Astraea Bridal
- Ristretto Coffee Lounge & Wine Bar
- Draft Pics
- Pyung Chang
- Babe Rainbow Antiques
- Skagit Running
- Easton’s Books
- Fred Lee’s Barber and Styling
- Perdona Salon
- Catrina

Bellingham

- Bry’s Filipino Cuisine
- Chameleon Ink Tattoo & Piercing
- Cafe Rumba
- Lil Libations
- Leaf & Ladle



Bargaining Team

- ✦ **Rebecca McClinton**, Clinician 3, Whatcom McLeod
- ✦ **Chelsea 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
- ✦ **Gail Estes**, RN, Whatcom Triage

Contract Action Team

- ✦ **Vince DeJoia** MHT III, Aurora House
- ✦ **Kristen Foster** MHT III, Aurora House
- ✦ **Aaron McClellan** MHT III, Aurora House
- ✦ **Katherine Green** CYFCT, Cordata
- ✦ **Melysa Allen** Clin II, WISe Silver Team, Monroe
- ✦ **Julie Gass** Clin III, Smokey Point
- ✦ **Melinda Welchert** DCR, Cordata
- ✦ **Maggie Romero** DCR, Coupville
- ✦ **Sinisa Stankovic** Care Coordinantor, WISe, Mint Team
- ✦ **John King** PACT - Peer Counselor, Mt. Vernon
- ✦ **Brian Robertson** Clinician I, Mukilteo E&T
- ✦ **Lennea Rylander** Clinician I, CYFCT, Cordata
- ✦ **Elizabeth Purser** Clinician I, CYFCT, Cordata
- ✦ **Gemini Carman** Clinician I, CYFCT, Cordata
- ✦ **Nancy Buckley** Outpatient Clinician, Coupville
- ✦ **Kris Kelly** Peer Counselor, WISe red team
- ✦ **Stacey McVeigh** Peer Counselor, Marysville
- ✦ **Elisabeth Snare** RN, Mukilteo E&T