

# We are making progress in bargaining

## Maintaining our unity is crucial

We have had four bargaining sessions with the support of a federal mediator. The mediator is helping labor and management have dialogue in a way that we have not seen in the year and half that we have been in bargaining. We are hopeful that these discussions will help to support a different relationship between labor and management once we have settled our contract.

We have started our discussions with a number of topics that lend themselves to be able to discuss the underlying problems and find resolution that both labor and management can agree to. We have explained how the issues that we care about are connected to recruitment and retention. Management is finally listening and responding to us.

We have made progress on these topics:

### Supervision – Non-Licensing

- All employees holding a clinical position within the bargaining unit will receive clinical supervision consistent with agency licensing requirements. Supervision may be provided by the employee's immediate supervisor, and/or may be provided by another qualified professional.
- 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.
- In addition, for medical staff, in accordance with DOH requirements, the Employer shall provide access to medical supervision for positions that require it.
- 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 identify as appropriate.

### Continuing Education

- Educational offerings will be scheduled to accommodate shift workers when budget, vendor, trainer availability, facilities and equipment permit.
- Education time equivalent to hours of our standard FTE, for example: 1.0 FTE = 40 hours, .9 FTE = 36 hours. When attending on non-work day we will be entitled to take another day off during the week and the hours spent in training as Education Time, and if unable to take the additional time off due to staffing or scheduling, we will be paid for all hours of work. Education time won't be denied based on productivity concerns. If an approved learning, education or professional development offering is not offered during a normal work time for an evening or overnight employee, the employee may use Education Time in order to attend the training outside their usual work hours.
- Those who would like to participate in a learning opportunity that exceeds Education Time balance may request an exception to allow them to roll over their Education Time.

### Damage to Personal Property

- Glasses: If an employee's prescription glasses are damaged as a result of client behavior or environmental hazard while performing job duties, Compass will reimburse the employee up to \$400 towards the replacement of glasses.
- Automobile: Automobile reimbursement for damage while working is increasing to \$500.
- Phone: Phone repair or replacement up to \$350 if phone is damaged while it is required to be used in the performance of job duties or damaged as a result of performing job duties.

### Inclement weather

- During times of inclement weather if it is unsafe for us to report to work, we can attempt to come to work, use a vacation day, or complete employer-required training or use education time to complete trainings.



"We are excited that we have been able to make progress in bargaining. Increased reimbursement for damage to our personal property used at work was important to us. For example, we use our personal phones even when we are office based. When the internet is out, when the phones are out, I use my personal phone with \*67 to catch that client, or if I am looking up something on the internet that the internet blocks. Maybe I am talking with a client about sexuality and looking for something safe for them. Or if I am conference calling. I am on a phone with the client, then have to call a third party on another phone. If I am using my personal phone with work and there is damage to it, I am happy that now we will be able to receive compensation towards the damage." **-Rebecca McClinton, Clinician 3, Whatcom McLeod**



We are making progress because management has seen how united we are, and they know that we want to ensure that Compass is a place where people will come to receive care, and where we want to continue to work. We have to continue to stand together and take action showing unity.

**Our next step:** We are taking action this Thursday by wearing purple at work! Wear your button or any other purple!



## Most important issues we are staying united on:

- Wages to recruit and retain: We know that the legislature passed a 15% reimbursement increase and we are united in our position that that money should be passed on to frontline workers. We know that we need both money in our pockets now and going forward.
- Health benefits: No takeaway to our health benefits, including no increase to our deductibles or any other costs.
- Improvements in key workplace conditions: We have a number of issues we have been discussing that we want to ensure we win improvements on, including supervision for licensure, vacant/extra shift assignment including no change to how overtime is calculated, shift differentials, pager duty/crisis phone pay, productivity, support for union delegates, and union recognition for coworkers who have been carved out of our union unfairly.

## Happy Labor Day! Labor Day is our day!

### THIS IS WHAT I AM LEARNING ABOUT BEING A UNION

By Chelsey Dyer, Clinician 2, Child and Family Outpatient San Juan County OP



*I always perceived unions as something external from myself. I, of course, understood that I was in the union, but it felt like the term “union” meant an entity outside of me. However, it has been through the work as a delegate and a bargaining team member that my perspective has shifted.*

*There is no external entity. There is no outside force. WE are the force. WE are the entity. WE are the union. Unions are not something outside of us, they are us. The term “union” is exactly as it says—a joining of people. We, the union, exist as a beautiful amalgamation of workers who continue to fight for better wages, better working conditions, and basic respect. No one comes to save us because WE save us. We are the ones that hold the power as we stand in unity with each other in our workplaces. We don’t need outside entities, we need each other. And it is by standing with each other that we can collectively raise our voices to ensure that management hears us.*

*You matter in a union. There is no union without you or me or any of us. We can’t do this without each other. Our voices matter. Our involvement matters. Continuing to address workplace issues can only happen when we all participate. We may not have anyone coming to save us, but I’m not worried because I know that we will do it ourselves.*

## Our union siblings’ strike at Providence Kadlec was powerful!

Last week, our union siblings at Kadlec in the Tri-Cities went on strike. They are a part of the Providence system where our union represents thousands of workers at other facilities like Swedish Medical Center, Snohomish Homecare and Hospice, and St. Peter. They are fighting for the same wages, benefits, and working conditions that other workers in the Providence system have been able to win. Our union has a lot of experience taking actions like this, and the members in the Tri-Cities are feeling more united than ever! A successful strike is one in which workers feel united and powerful, and that was attained at Kadlec. They are beginning a new day in their fight and hopeful that management will re-engage at the bargaining table in a more meaningful way.



## ➔ Next bargaining dates: September 6 and 27

### 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
- ★ **Amanda Steffen**, Psych Tech, Mukilteo E&T
- ★ **Stephanie Guzman-Fix**, Medical Assistant, Everett
- ★ **Gail Estes, RN**, Whatcom Triage

### CAT Team

- ★ **Melinda Welchert**, DCR, Whatcom
- ★ **Maggie Romero**, DCR, Oak Harbor
- ★ **Sinisa Stankovic**, Care Coordinator, WISe Mint Team
- ★ **John King**, Peer Counselor, Skagit PACT
- ★ **Brian Robertson**, Clin I, Mukilteo E&T
- ★ **Lennea Rylander**, Clin I, Whatcom MCOT
- ★ **Elizabeth Purser**, Clin I, Whatcom CYFCT
- ★ **Gemini Carman**, Clin I, Whatcom CYFCT
- ★ **Nancy Buckley**, Clinician, Coupeville
- ★ **Kris Kelly**, Peer Counselors, WISe Red Team
- ★ **Stacey McVay**, Marysville ECS