



We voted **YES** to ratify our new contract!

We stood united as Compass Health workers to ensure that we can provide quality behavioral healthcare to our community. We held strong for a contract that will recruit and retain the workforce we need at Compass, including affordable healthcare, strong wages, equity, and respect for our working conditions and organization.

We recommended a YES vote on our contract that meets these goals including the largest wage increase we've seen at Compass Health. We are so proud that over 65% of us participated in our votes and 95% of us voted to ratify our agreement.

What we won!

Equity

- We will maintain our \$100 deductible health benefits plan.
- Compass will work with the union to pursue participation in the SEIU 775 Health Benefits Plan and commits that if the Washington State legislature creates a new health benefit plan available to behavioral health employers that is less expensive than the Compass Health plans, Compass Health will review and consider participation in that plan. Any future plan changes will ensure the current level of benefits
- We will each receive an equitable amount of backpay based on our hours worked so far this year

Compass proposed taking this away and enforcing a \$500 deductible. We won maintaining this!

- \$2 million dollars will be split between all of us

In management's proposal before the picket their offer was \$1,389,992

Our bargaining team determined how the \$2 million will be divided equitably

- This fund will be divided amongst Compass workers in the bargaining unit including our newest members Unit Clerks and On Call - based upon each member employees' compensated hours from January 1, 2024 through October 27, 2024.
- The money pool, minus that needed for payroll tax and retirement contribution, will be divided by the total number of all worker hours compensated to obtain a "per hour" dollar amount.
- This per dollar value will then be multiplied by the number of compensated hours an employee had in the January to October time period to obtain an employee's prorated share of the negotiated 2 million dollars.
- The per dollar amount will be \$3.61
- For example, the per dollar value amount is \$3.61, and an employee had been compensated for 1000 hours in this time period, that employee would receive a prorated share of \$3610.00. In this, all who are employed at ratification receive the same per hour rate, independent of that employee's rate of pay. Further, compensated hours are intended to mean worked, vacation, sick, holiday, education, union and all other paid leave hours. The only hours exempted are "pager" hours.

We stood up for our clients and each other... and the public heard our message!



More wins!

Expiration of contract: October 1, 2026

Wages

- Compass will pass through the 15% Medicaid increase they received to all of us
- In our first paycheck post contract ratification we will receive a minimum of 6% increase plus an additional 5% on top of that increase
- In 2025: First full pay cycle after March 31, 2025: 6% and December 1, 2025: 5%
 - This means that we will all receive a minimum of 22% wage increase in the next year

First wage increase upon ratification of this agreement:

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, minimum increase 6.15%
- Clinician II (non-licensed), minimum increase 6.05%
- Clinician II (Licensed), minimum increase 8.55%
- Clinician III/DCRs, minimum increase 6%
- Medication Nurses, minimum increase 6%
- Registered Nurses, minimum increase 6%
- Unit Clerks will be placed on a wage scale the equivalent of the Year Two scale for Admin Assistant III, at an equivalent step to their previous scale.

Below are our wage scales. To find the amount you will now be making. Identify your job classification and number of years you've worked at Compass or step. From there, your first increase will be the rate in green for 2023 and then you will move to the 2024 rate in orange right away. Your next increase will then be the rates for 2025. You will also continue to receive your anniversary increase.

Admin Support III	1	2	3	4	5	6	7	8	9	10	11	12				
04.2023 Wage Scale	\$ 20.76	\$ 21.07	\$ 21.39	\$ 21.71	\$ 22.04	\$ 22.37	\$ 22.70	\$ 23.04	\$ 23.39	\$ 23.74	\$ 24.09	\$ 24.46				
04.2024 5% Increase Wage Scale	\$ 21.80	\$ 22.13	\$ 22.46	\$ 22.80	\$ 23.14	\$ 23.48	\$ 23.84	\$ 24.19	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.68				
04.2025 6% Increase Wage Scale	\$ 23.11	\$ 23.45	\$ 23.81	\$ 24.16	\$ 24.53	\$ 24.89	\$ 25.27	\$ 25.65	\$ 26.03	\$ 26.42	\$ 26.82	\$ 27.22				
12.2025 5% Increase Wage Scale	\$ 24.26	\$ 24.63	\$ 25.00	\$ 25.37	\$ 25.75	\$ 26.14	\$ 26.53	\$ 26.93	\$ 27.33	\$ 27.74	\$ 28.16	\$ 28.58				
04.2023 Oncall Wage Scale	\$ 24.91	\$ 25.29	\$ 25.67	\$ 26.05	\$ 26.44	\$ 26.84	\$ 27.24	\$ 27.65	\$ 28.07	\$ 28.49	\$ 28.91	\$ 29.35				
04.2024 Oncall Wage Scale	\$ 26.16	\$ 26.55	\$ 26.95	\$ 27.35	\$ 27.76	\$ 28.18	\$ 28.60	\$ 29.03	\$ 29.47	\$ 29.91	\$ 30.36	\$ 30.81				
04.2025 Oncall Wage Scale	\$ 27.73	\$ 28.15	\$ 28.57	\$ 29.00	\$ 29.43	\$ 29.87	\$ 30.32	\$ 30.77	\$ 31.24	\$ 31.71	\$ 32.18	\$ 32.66				
12.2025 Oncall Wage Scale	\$ 29.12	\$ 29.55	\$ 30.00	\$ 30.45	\$ 30.90	\$ 31.37	\$ 31.84	\$ 32.31	\$ 32.80	\$ 33.29	\$ 33.79	\$ 34.30				
	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	\$ 24.82	\$ 25.20	\$ 25.57	\$ 25.96	\$ 26.35	\$ 26.74	\$ 27.14	\$ 27.55	\$ 28.38	\$ 29.02	\$ 29.67	\$ 30.34	\$ 31.02	\$ 31.72	\$ 32.43	\$ 33.16
	\$ 26.06	\$ 26.45	\$ 26.85	\$ 27.25	\$ 27.66	\$ 28.08	\$ 28.50	\$ 29.14	\$ 29.80	\$ 30.47	\$ 31.15	\$ 31.85	\$ 32.57	\$ 33.30	\$ 34.05	\$ 34.82
	\$ 27.63	\$ 28.04	\$ 28.46	\$ 28.89	\$ 29.32	\$ 29.76	\$ 30.21	\$ 30.89	\$ 31.58	\$ 32.29	\$ 33.02	\$ 33.76	\$ 34.52	\$ 35.30	\$ 36.10	\$ 36.91
	\$ 29.01	\$ 29.44	\$ 29.89	\$ 30.33	\$ 30.79	\$ 31.25	\$ 31.72	\$ 32.43	\$ 33.16	\$ 33.91	\$ 34.67	\$ 35.45	\$ 36.25	\$ 37.07	\$ 37.90	\$ 38.75
	\$ 29.79	\$ 30.23	\$ 30.69	\$ 31.15	\$ 31.62	\$ 32.09	\$ 32.57	\$ 33.30	\$ 34.05	\$ 34.82	\$ 35.60	\$ 36.40	\$ 37.22	\$ 38.06	\$ 38.92	\$ 39.79
	\$ 31.28	\$ 31.75	\$ 32.22	\$ 32.71	\$ 33.20	\$ 33.69	\$ 34.20	\$ 34.97	\$ 35.76	\$ 36.56	\$ 37.38	\$ 38.22	\$ 39.08	\$ 39.96	\$ 40.86	\$ 41.78
	\$ 33.15	\$ 33.65	\$ 34.16	\$ 34.67	\$ 35.19	\$ 35.72	\$ 36.25	\$ 37.07	\$ 37.90	\$ 38.75	\$ 39.63	\$ 40.52	\$ 41.43	\$ 42.36	\$ 43.31	\$ 44.29
	\$ 34.81	\$ 35.33	\$ 35.86	\$ 36.40	\$ 36.95	\$ 37.50	\$ 38.06	\$ 38.92	\$ 39.80	\$ 40.69	\$ 41.61	\$ 42.54	\$ 43.50	\$ 44.48	\$ 45.48	\$ 46.50
Care Coordinator/Clinician I	1	2	3	4	5	6	7	8	9	10	11	12				
04.2023 Wage Scale	\$ 24.07	\$ 25.27	\$ 26.54	\$ 27.07	\$ 27.61	\$ 27.94	\$ 28.28	\$ 28.62	\$ 28.96	\$ 29.31	\$ 29.66	\$ 30.01				
04.2024 5% Increase Wage Scale	\$ 25.27	\$ 26.54	\$ 27.86	\$ 28.42	\$ 28.99	\$ 29.34	\$ 29.69	\$ 30.05	\$ 30.41	\$ 30.77	\$ 31.14	\$ 31.51				
04.2025 6% Increase Wage Scale	\$ 26.79	\$ 28.13	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.10	\$ 31.47	\$ 31.85	\$ 32.23	\$ 32.62	\$ 33.01	\$ 33.41				
12.2025 5% Increase Wage Scale	\$ 28.13	\$ 29.54	\$ 31.01	\$ 31.63	\$ 32.27	\$ 32.65	\$ 33.04	\$ 33.44	\$ 33.84	\$ 34.25	\$ 34.66	\$ 35.08				
04.2023 Oncall Wage Scale	\$ 28.88	\$ 30.33	\$ 31.84	\$ 32.48	\$ 33.13	\$ 33.53	\$ 33.93	\$ 34.34	\$ 34.75	\$ 35.17	\$ 35.59	\$ 36.02				
04.2024 Oncall Wage Scale	\$ 30.33	\$ 31.84	\$ 33.44	\$ 34.11	\$ 34.79	\$ 35.21	\$ 35.63	\$ 36.06	\$ 36.49	\$ 36.93	\$ 37.37	\$ 37.82				
04.2025 Oncall Wage Scale	\$ 32.15	\$ 33.76	\$ 35.44	\$ 36.15	\$ 36.87	\$ 37.32	\$ 37.77	\$ 38.22	\$ 38.68	\$ 39.14	\$ 39.61	\$ 40.09				
12.2025 Oncall Wage Scale	\$ 33.76	\$ 35.44	\$ 37.22	\$ 37.96	\$ 38.72	\$ 39.18	\$ 39.65	\$ 40.13	\$ 40.61	\$ 41.10	\$ 41.59	\$ 42.09				
	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	\$ 30.37	\$ 30.74	\$ 31.11	\$ 31.48	\$ 31.86	\$ 32.24	\$ 32.63	\$ 33.02	\$ 33.42	\$ 33.82	\$ 34.22	\$ 34.63	\$ 35.05	\$ 35.47	\$ 35.89	\$ 36.33
	\$ 31.89	\$ 32.28	\$ 32.66	\$ 33.05	\$ 33.45	\$ 33.85	\$ 34.26	\$ 34.67	\$ 35.09	\$ 35.51	\$ 35.93	\$ 36.36	\$ 36.80	\$ 37.24	\$ 37.69	\$ 38.14
	\$ 33.81	\$ 34.21	\$ 34.62	\$ 35.04	\$ 35.46	\$ 35.88	\$ 36.31	\$ 36.75	\$ 37.19	\$ 37.64	\$ 38.09	\$ 38.55	\$ 39.01	\$ 39.48	\$ 39.95	\$ 40.43
	\$ 35.50	\$ 35.92	\$ 36.35	\$ 36.79	\$ 37.23	\$ 37.68	\$ 38.13	\$ 38.59	\$ 39.05	\$ 39.52	\$ 39.99	\$ 40.47	\$ 40.96	\$ 41.45	\$ 41.95	\$ 42.45
	\$ 36.45	\$ 36.89	\$ 37.33	\$ 37.78	\$ 38.23	\$ 38.69	\$ 39.15	\$ 39.62	\$ 40.10	\$ 40.58	\$ 41.07	\$ 41.56	\$ 42.06	\$ 42.56	\$ 43.07	\$ 43.59
	\$ 38.27	\$ 38.73	\$ 39.20	\$ 39.67	\$ 40.14	\$ 40.62	\$ 41.11	\$ 41.60	\$ 42.10	\$ 42.61	\$ 43.12	\$ 43.64	\$ 44.16	\$ 44.69	\$ 45.23	\$ 45.77
	\$ 40.57	\$ 41.05	\$ 41.55	\$ 42.05	\$ 42.55	\$ 43.06	\$ 43.58	\$ 44.10	\$ 44.63	\$ 45.16	\$ 45.71	\$ 46.26	\$ 46.81	\$ 47.37	\$ 47.94	\$ 48.52
	\$ 42.60	\$ 43.11	\$ 43.62	\$ 44.15	\$ 44.68	\$ 45.21	\$ 45.76	\$ 46.31	\$ 46.86	\$ 47.42	\$ 47.99	\$ 48.57	\$ 49.15	\$ 49.74	\$ 50.34	\$ 50.94

Clinician II	1	2	3	4	5	6	7	8	9	10	11	12
04.2023 Wage Scale	\$ 27.76	\$ 28.32	\$ 28.88	\$ 29.46	\$ 30.05	\$ 30.65	\$ 31.26	\$ 31.89	\$ 32.53	\$ 33.18	\$ 33.84	\$ 34.52
04.2024 5% Increase Wage Scale	\$ 29.15	\$ 29.73	\$ 30.33	\$ 30.93	\$ 31.55	\$ 32.18	\$ 32.83	\$ 33.48	\$ 34.15	\$ 34.83	\$ 35.53	\$ 36.24
04.2025 6% Increase Wage Scale	\$ 30.90	\$ 31.51	\$ 32.15	\$ 32.79	\$ 33.44	\$ 34.11	\$ 34.79	\$ 35.49	\$ 36.20	\$ 36.92	\$ 37.66	\$ 38.42
12.2025 Oncall Wage Scale	\$ 32.44	\$ 33.09	\$ 33.75	\$ 34.43	\$ 35.12	\$ 35.82	\$ 36.53	\$ 37.27	\$ 38.01	\$ 38.77	\$ 39.55	\$ 40.34
04.2023 Oncall Wage Scale	\$ 33.31	\$ 33.98	\$ 34.66	\$ 35.35	\$ 36.06	\$ 36.78	\$ 37.51	\$ 38.27	\$ 39.03	\$ 39.81	\$ 40.61	\$ 41.42
04.2024 Oncall Wage Scale	\$ 34.98	\$ 35.68	\$ 36.39	\$ 37.12	\$ 37.86	\$ 38.62	\$ 39.39	\$ 40.18	\$ 40.98	\$ 41.80	\$ 42.64	\$ 43.49
04.2025 Oncall Wage Scale	\$ 37.08	\$ 37.82	\$ 38.57	\$ 39.35	\$ 40.13	\$ 40.94	\$ 41.75	\$ 42.59	\$ 43.44	\$ 44.31	\$ 45.20	\$ 46.10
12.2025 Oncall Wage Scale	\$ 38.93	\$ 39.71	\$ 40.50	\$ 41.31	\$ 42.14	\$ 42.98	\$ 43.84	\$ 44.72	\$ 45.61	\$ 46.53	\$ 47.46	\$ 48.40
04.2023 Licensed Wage Scale	\$ 29.45	\$ 30.44	\$ 31.26	\$ 31.98	\$ 32.72	\$ 33.47	\$ 34.24	\$ 34.82	\$ 35.34	\$ 35.86	\$ 36.37	\$ 36.87
04.2024 5% Increase Licensed Wage Scale	\$ 30.93	\$ 31.96	\$ 32.83	\$ 33.58	\$ 34.35	\$ 35.14	\$ 35.95	\$ 36.56	\$ 37.11	\$ 37.65	\$ 38.18	\$ 38.71
04.2025 6% Increase Licensed Wage Scale	\$ 32.78	\$ 33.88	\$ 34.80	\$ 35.60	\$ 36.41	\$ 37.25	\$ 38.11	\$ 38.76	\$ 39.34	\$ 39.91	\$ 40.48	\$ 41.03
12.2025 5% Increase Licensed Wage Scale	\$ 34.42	\$ 35.57	\$ 36.54	\$ 37.38	\$ 38.24	\$ 39.11	\$ 40.01	\$ 40.69	\$ 41.30	\$ 41.90	\$ 42.50	\$ 43.09

	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
\$ 35.21	\$ 35.91	\$ 36.31	\$ 36.70	\$ 37.11	\$ 37.52	\$ 37.93	\$ 38.35	\$ 38.73	\$ 39.12	\$ 39.51	\$ 39.90	\$ 40.30	\$ 40.71	\$ 41.11	\$ 41.52	
\$ 36.97	\$ 37.71	\$ 38.12	\$ 38.54	\$ 38.96	\$ 39.39	\$ 39.83	\$ 40.26	\$ 40.67	\$ 41.07	\$ 41.48	\$ 41.90	\$ 42.32	\$ 42.74	\$ 43.17	\$ 43.60	
\$ 39.18	\$ 39.97	\$ 40.41	\$ 40.85	\$ 41.30	\$ 41.76	\$ 42.22	\$ 42.68	\$ 43.11	\$ 43.54	\$ 43.97	\$ 44.41	\$ 44.86	\$ 45.31	\$ 45.76	\$ 46.22	
\$ 41.14	\$ 41.97	\$ 42.43	\$ 42.90	\$ 43.37	\$ 43.84	\$ 44.33	\$ 44.81	\$ 45.26	\$ 45.71	\$ 46.17	\$ 46.63	\$ 47.10	\$ 47.57	\$ 48.05	\$ 48.53	
\$ 42.25	\$ 43.09	\$ 43.57	\$ 44.05	\$ 44.53	\$ 45.02	\$ 45.52	\$ 46.02	\$ 46.48	\$ 46.94	\$ 47.41	\$ 47.88	\$ 48.36	\$ 48.85	\$ 49.34	\$ 49.83	
\$ 44.36	\$ 45.25	\$ 45.74	\$ 46.25	\$ 46.76	\$ 47.27	\$ 47.79	\$ 48.32	\$ 48.80	\$ 49.29	\$ 49.78	\$ 50.28	\$ 50.78	\$ 51.29	\$ 51.80	\$ 52.32	
\$ 47.02	\$ 47.96	\$ 48.49	\$ 49.02	\$ 49.56	\$ 50.11	\$ 50.66	\$ 51.22	\$ 51.73	\$ 52.25	\$ 52.77	\$ 53.30	\$ 53.83	\$ 54.37	\$ 54.91	\$ 55.46	
\$ 49.37	\$ 50.36	\$ 50.91	\$ 51.47	\$ 52.04	\$ 52.61	\$ 53.19	\$ 53.78	\$ 54.31	\$ 54.86	\$ 55.41	\$ 55.96	\$ 56.52	\$ 57.09	\$ 57.66	\$ 58.23	
\$ 37.35	\$ 37.83	\$ 38.31	\$ 38.79	\$ 39.18	\$ 39.57	\$ 39.97	\$ 40.37	\$ 40.77	\$ 41.18	\$ 41.59	\$ 42.01	\$ 42.43	\$ 42.85	\$ 43.28	\$ 43.71	
\$ 39.21	\$ 39.72	\$ 40.23	\$ 40.73	\$ 41.14	\$ 41.55	\$ 41.97	\$ 42.39	\$ 42.81	\$ 43.24	\$ 43.67	\$ 44.11	\$ 44.55	\$ 45.00	\$ 45.45	\$ 45.90	
\$ 41.57	\$ 42.11	\$ 42.64	\$ 43.18	\$ 43.61	\$ 44.05	\$ 44.49	\$ 44.93	\$ 45.38	\$ 45.83	\$ 46.29	\$ 46.76	\$ 47.22	\$ 47.70	\$ 48.17	\$ 48.65	
\$ 43.65	\$ 44.21	\$ 44.77	\$ 45.34	\$ 45.79	\$ 46.25	\$ 46.71	\$ 47.18	\$ 47.65	\$ 48.13	\$ 48.61	\$ 49.09	\$ 49.58	\$ 50.08	\$ 50.58	\$ 51.09	
\$ 44.82	\$ 45.40	\$ 45.97	\$ 46.55	\$ 47.02	\$ 47.49	\$ 47.96	\$ 48.44	\$ 48.93	\$ 49.42	\$ 49.91	\$ 50.41	\$ 50.92	\$ 51.42	\$ 51.94	\$ 52.46	
\$ 41.17	\$ 41.71	\$ 42.24	\$ 42.77	\$ 43.20	\$ 43.63	\$ 44.07	\$ 44.51	\$ 44.95	\$ 45.40	\$ 45.86	\$ 46.32	\$ 46.78	\$ 47.25	\$ 47.72	\$ 48.20	
\$ 43.65	\$ 44.21	\$ 44.77	\$ 45.34	\$ 45.79	\$ 46.25	\$ 46.71	\$ 47.18	\$ 47.65	\$ 48.13	\$ 48.61	\$ 49.09	\$ 49.58	\$ 50.08	\$ 50.58	\$ 51.09	
\$ 46.26	\$ 46.86	\$ 47.46	\$ 48.06	\$ 48.54	\$ 49.02	\$ 49.51	\$ 50.01	\$ 50.51	\$ 51.01	\$ 51.52	\$ 52.04	\$ 52.56	\$ 53.09	\$ 53.62	\$ 54.15	

Clinician III/DCR	1	2	3	4	5	6	7	8	9	10	11	12
04.2023 Wage Scale	\$ 31.49	\$ 32.13	\$ 32.83	\$ 33.52	\$ 34.19	\$ 34.84	\$ 35.47	\$ 36.07	\$ 36.65	\$ 37.20	\$ 37.72	\$ 38.21
04.2024 5% Increase Wage Scale	\$ 33.07	\$ 33.73	\$ 34.47	\$ 35.20	\$ 35.90	\$ 36.58	\$ 37.24	\$ 37.88	\$ 38.48	\$ 39.06	\$ 39.61	\$ 40.12
04.2025 6% Increase Wage Scale	\$ 35.05	\$ 35.76	\$ 36.54	\$ 37.31	\$ 38.06	\$ 38.78	\$ 39.48	\$ 40.15	\$ 40.79	\$ 41.40	\$ 41.98	\$ 42.53
12.2025 5% Increase Wage Scale	\$ 36.80	\$ 37.54	\$ 38.37	\$ 39.18	\$ 39.96	\$ 40.72	\$ 41.45	\$ 42.16	\$ 42.83	\$ 43.47	\$ 44.08	\$ 44.65
04.2023 Oncall Wage Scale	\$ 37.79	\$ 38.55	\$ 39.40	\$ 40.23	\$ 41.03	\$ 41.81	\$ 42.56	\$ 43.29	\$ 43.98	\$ 44.64	\$ 45.26	\$ 45.85
04.2024 Oncall Wage Scale	\$ 39.68	\$ 40.48	\$ 41.37	\$ 42.24	\$ 43.08	\$ 43.90	\$ 44.69	\$ 45.45	\$ 46.18	\$ 46.87	\$ 47.53	\$ 48.15
04.2025 Oncall Wage Scale	\$ 42.06	\$ 42.91	\$ 43.85	\$ 44.77	\$ 45.67	\$ 46.54	\$ 47.37	\$ 48.18	\$ 48.95	\$ 49.68	\$ 50.38	\$ 51.03
12.2025 Oncall Wage Scale	\$ 44.17	\$ 45.05	\$ 46.04	\$ 47.01	\$ 47.95	\$ 48.86	\$ 49.74	\$ 50.59	\$ 51.40	\$ 52.17	\$ 52.90	\$ 53.59

	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
\$ 38.71	\$ 39.38	\$ 39.77	\$ 40.17	\$ 40.64	\$ 41.13	\$ 41.62	\$ 42.12	\$ 42.63	\$ 43.14	\$ 43.65	\$ 44.18	\$ 44.71	\$ 45.24	\$ 45.88	\$ 46.56	
\$ 40.64	\$ 41.35	\$ 41.76	\$ 42.18	\$ 42.67	\$ 43.18	\$ 43.70	\$ 44.23	\$ 44.76	\$ 45.29	\$ 45.84	\$ 46.39	\$ 46.94	\$ 47.51	\$ 48.17	\$ 48.89	
\$ 43.08	\$ 43.83	\$ 44.27	\$ 44.71	\$ 45.23	\$ 45.77	\$ 46.32	\$ 46.88	\$ 47.44	\$ 48.01	\$ 48.59	\$ 49.17	\$ 49.76	\$ 50.36	\$ 51.06	\$ 51.83	
\$ 45.24	\$ 46.02	\$ 46.48	\$ 46.95	\$ 47.49	\$ 48.06	\$ 48.64	\$ 49.22	\$ 49.81	\$ 50.41	\$ 51.02	\$ 51.63	\$ 52.25	\$ 52.88	\$ 53.61	\$ 54.42	
\$ 46.45	\$ 47.26	\$ 47.73	\$ 48.21	\$ 48.77	\$ 49.35	\$ 49.94	\$ 50.54	\$ 51.15	\$ 51.76	\$ 52.39	\$ 53.01	\$ 53.65	\$ 54.29	\$ 55.05	\$ 55.88	
\$ 48.77	\$ 49.62	\$ 50.12	\$ 50.62	\$ 51.21	\$ 51.82	\$ 52.44	\$ 53.07	\$ 53.71	\$ 54.35	\$ 55.00	\$ 55.66	\$ 56.33	\$ 57.01	\$ 57.81	\$ 58.67	
\$ 51.70	\$ 52.60	\$ 53.12	\$ 53.65	\$ 54.28	\$ 54.93	\$ 55.59	\$ 56.25	\$ 56.93	\$ 57.61	\$ 58.30	\$ 59.00	\$ 59.71	\$ 60.43	\$ 61.27	\$ 62.19	
\$ 54.28	\$ 55.23	\$ 55.78	\$ 56.34	\$ 56.99	\$ 57.68	\$ 58.37	\$ 59.07	\$ 59.78	\$ 60.49	\$ 61.22	\$ 61.95	\$ 62.70	\$ 63.45	\$ 64.34	\$ 65.30	

Medical Assistant	1	2	3	4	5	6	7	8	9	10	11	12
04.2023 Wage Scale	\$ 26.60	\$ 27.26	\$ 27.95	\$ 28.65	\$ 29.22	\$ 29.80	\$ 30.34	\$ 30.73	\$ 31.13	\$ 31.54	\$ 31.95	\$ 32.36
04.2024 5% Increase Wage Scale	\$ 27.93	\$ 28.63	\$ 29.34	\$ 30.08	\$ 30.68	\$ 31.29	\$ 31.86	\$ 32.27	\$ 32.69	\$ 33.11	\$ 33.55	\$ 33.98
04.2025 6% Increase Wage Scale	\$ 29.61	\$ 30.35	\$ 31.10	\$ 31.88	\$ 32.52	\$ 33.17	\$ 33.77	\$ 34.21	\$ 34.65	\$ 35.10	\$ 35.56	\$ 36.02
12.2025 5% Increase Wage Scale	\$ 31.09	\$ 31.86	\$ 32.66	\$ 33.48	\$ 34.15	\$ 34.83	\$ 35.46	\$ 35.92	\$ 36.38	\$ 36.86	\$ 37.34	\$ 37.82
04.2023 Oncall Wage Scale	\$ 31.92	\$ 32.72	\$ 33.54	\$ 34.37	\$ 35.06	\$ 35.76	\$ 36.41	\$ 36.88	\$ 37.36	\$ 37.85	\$ 38.34	\$ 38.84
04.2024 Oncall Wage Scale	\$ 33.52	\$ 34.35	\$ 35.21	\$ 36.09	\$ 36.81	\$ 37.55	\$ 38.23	\$ 38.72	\$ 39.23	\$ 39.74	\$ 40.25	\$ 40.78
04.2025 Oncall Wage Scale	\$ 35.53	\$ 36.42	\$ 37.33	\$ 38.26	\$ 39.02	\$ 39.80	\$ 40.52	\$ 41.05	\$ 41.58	\$ 42.12	\$ 42.67	\$ 43.22
12.2025 Oncall Wage Scale	\$ 37.30	\$ 38.24	\$ 39.19	\$ 40.17	\$ 40.97	\$ 41.79	\$ 42.55	\$ 43.10	\$ 43.66	\$ 44.23	\$ 44.80	\$ 45.39

	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
\$ 32.78	\$ 33.21	\$ 33.64	\$ 34.05	\$ 34.45	\$ 34.87	\$ 35.29	\$ 35.87	\$ 36.46	\$ 37.06	\$ 37.67	\$ 38.29	\$ 38.93	\$ 39.57	\$ 40.22	\$ 40.89	
\$ 34.42	\$ 34.87	\$ 35.32	\$ 35.75	\$ 36.18	\$ 36.61	\$ 37.05	\$ 37.66	\$ 38.28	\$ 38.91	\$ 39.56	\$ 40.21	\$ 40.87	\$ 41.55	\$ 42.23	\$ 42.93	
\$ 36.49	\$ 36.96	\$ 37.44	\$ 37.89	\$ 38.35	\$ 38.81	\$ 39.27	\$ 39.92	\$ 40.58	\$ 41.25	\$ 41.93	\$ 42.62	\$ 43.32	\$ 44.04	\$ 44.77	\$ 45.51	
\$ 38.31	\$ 38.81	\$ 39.32	\$ 39.79	\$ 40.26	\$ 40.75	\$ 41.24	\$ 41.92	\$ 42.61	\$ 43.31	\$ 44.03	\$ 44.75	\$ 45.49	\$ 46.24	\$ 47.00	\$ 47.78	
\$ 39.34	\$ 39.85	\$ 40.37	\$ 40.85	\$ 41.34	\$ 41.84	\$ 42.34	\$ 43.04	\$ 43.75	\$ 44.47	\$ 45.21	\$ 45.95	\$ 46.71	\$ 47.48	\$ 48.27	\$ 49.06	
\$ 41.31	\$ 41.84	\$ 42.39	\$ 42.90	\$ 43.41	\$ 43.93	\$ 44.46	\$ 45.19	\$ 45.94	\$ 46.70	\$ 47.47	\$ 48.25	\$ 49.05	\$ 49.86	\$ 50.68	\$ 51.52	
\$ 43.79	\$ 44.36	\$ 44.93	\$ 45.47	\$ 46.02	\$ 46.57	\$ 47.13	\$ 47.91	\$ 48.70	\$ 49.50	\$ 50.32	\$ 51.15	\$ 51.99	\$ 52.85	\$ 53.72	\$ 54.61	
\$ 45.98	\$ 46.57	\$ 47.18	\$ 47.74	\$ 48.32	\$ 48.90	\$ 49.48	\$ 50.30	\$ 51.13	\$ 51.97	\$ 52.83	\$ 53.70	\$ 54.59	\$ 55.49	\$ 56.41	\$ 57.34	

Our bargaining team recommended a YES vote to ratify our contract.

**As a union we know that when we take action we win.
Because we stood up, we won big!**



“I recommended this contract because it reflects getting beyond the 15% increase we got from the legislature (one of our biggest financial bumps ever actually!), because it represents our commitment to equity through retaining our healthcare for all employees (with NO deductibles!) and through our equitable decisions around how we plan to disburse backpay, and because we made some good headway around contract language to improve the working conditions/concerns you all have been letting us know need addressed.” – **Rebecca McClinton, Clinician 3, Whatcom McLeod**



“I voted yes for this contract because it has three sizable wage increases across the board before the end of 2025, increases shift differentials, and retains our healthcare plan, including an agreement by management to work with 1199NW to explore better insurance opportunities through the SEIU 775 plan. I am happy that our members will be getting their increased wages once this contract is ratified.” – **Gail Estes, RN, Whatcom Triage**



“We worked long and hard to get a solid contract that includes pay raises, maintenance of our health care benefits and improvements in many other aspects of our contract.” – **Troy Husband, DCR Skagit**



“I voted yes as the maintenance of our health benefits and the long overdue increases we’ve won will not only help retain current employees, but will also help recruit to fill many current openings.” – **Stephanie Guzman-Fix, Medical Assistant, Everett**

“This contract signifies a year and a half of dedicated and stressful negotiations by the bargaining team. I am confident we have secured the best possible agreement. The agreement struck the balance that both addresses the needs of our coworkers while respecting the agency’s current financial stress. Importantly, the negotiations also addressed the dysfunctional relationship with management, resulting in contract provisions designed to ensure improvements moving forward.” – **Sydney Sivertsen Clinician II, Everett Adult Outpatient**



“With this contract, I believe that my fellow colleagues will be able to continue to provide much needed care to the community at large, as well as being able to provide for themselves and their families. I hope that this contract will help inspire my fellow workers to continue to organize in the workplace, in order to continue building off of the gains that we have achieved together.” – **Sinisa Stankovic, Care Coordinator, WISE Mint Team**



"I recommended this contract because it is a step in the necessary direction of Compass Health respecting us. We've demanded maintenance of quality healthcare. We've made clear that our lowest paid workers are just as vital as our highest paid workers. This contract is one that will help us hold management accountable."

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



"I recommended this contract because it gets us the closest to what we asked for financially and more equitably benefits our lowest paid workforce members. In addition, it allows us to keep our current healthcare for this bargaining cycle."

– **Charlie Bray, Care Coordinator, WISE Skagit**



"I recommended to ratify this contract so that our membership, as well as our company, can strive to move forward."

– **Tom Garland, DCR Skagit**



"I voted yes because these items are what people believed to be most concerned about. We have been waiting much too long and are in such a need for these items to be implemented. I believe this could have never happened without the hard work of my fellow bargaining team members and my colleagues who stood united with us! Thank you to everyone who had a helping hand in this process. It's been such a long road but we finally made it y'all and had many victories along the way. Let's vote yes and congratulate everyone on this contract!"

– **Amanda Steffen, Psych Tech E&T**

Join the Healthcare Leadership Fund

We build our union strength by electing leaders who help to increase behavioral health and healthcare funding and who stand with us in our fights. We were able to achieve a 15% increase for Medicare funding that went into effect in January.

We help elect healthcare champions by signing up for our Healthcare Leadership Fund! Through our HLF, we support champions who share our values. And when we need them to stand with us, they answer the call.

Joe Timmons, our 42nd District Representative in the Washington State Legislature stood with in our fight, as did Attorney General Bob Ferguson, and Nicole Macri 43rd District Representative in the Washington State Legislature.

We will need more increases through the legislature for funding and we need your support through the Healthcare Leadership Fund to ensure we can support our champions!

Scan the QR to join our Healthcare Leadership Fund.

