

Bargaining Update

Compass Bargaining Team and Management Head Back to the Bargaining Table with a Federal Mediator

Compass Union Employees voted down the Employer wage proposal of 25 cents per hour by 93%. Compass Management has requested we go back to the bargaining table with a Federal Mediator. The Union contacted the Federal Mediation and Conciliation Services, and we have a mediator scheduled for our next bargaining session on June 14, 2018 from 1 to 4 pm. Our Team will present to management the reasons the Union employees overwhelmingly voted down their wage offer.

Here are some of the reasons the Union voted down the Employer's proposal:

- No one on the 5th floor knows what we do. They sit behind a locked door and we are on the front lines.
- Some programs are very short staffed, and the workloads are not doable nor are the outcome expectations. We get no sympathy and are told to think about the mission. When upper management's workload increases, they hire more staff.
- A 25-cent wage increase from the Employer is disrespectful. The Seattle area has an above-average cost of living. Many of us are one pay check away from homelessness.
- We would like to see upper management along with board members at our worksites, working alongside us and learning/seeing what we do and what our working experience is like.
- Programs change from clean and sober to harm reduction and we receive no training or directives on what behaviors are allowed and what behaviors are not allowed.
- Lack of consistent protocols and procedures – at the whim of the supervisor and totally disconnected from Human Resources.
- No formal training – just thrown in to do the best we can.
- Our jobs are dangerous, stressful and the work environment is often unsafe or not healthy.
- It is a struggle to financially make ends meet. Some of us are eligible for low-income housing and public assistance even though we work 40 hours per week.
- Turnover is incredible – how can we provide trauma informed care with the amount of turnover?
- Upper management should not get a pay increase.
- Lack of resources – no elevator, unreliable fax machine, etc.
- No accountability at the upper management level.

Our Bargaining Team: (**Jennifer Carter**, Case Manager, Nyer Urness; **Dalwyn Dean**, Case Manager, Renton Veterans Center; and **Philippe Hooker**, Maintenance Tech)

If you have any questions contact a Bargaining Team member or Diane Arnold, Union Representative at Diane@opeiu8.org or (206) 441-8880 ext. 115.