

When We fight, We Win!

We stood together, marched, rallied, and were ready to strike - and we now have a great tentative agreement that will make **CCC a better place to work and receive services!** Join our elected bargaining team and **vote "YES!"** to make this agreement official in upcoming ratification meetings!

Contract Highlights!

**Strong Pay Raises- Minimum 14.5% now-Oct. 2023!
17.5% Over 3 Year Contract!**

7/1/2022- **7%** across the board raises or higher market increases for some job classifications!

1/1/2023- **3%** Across the board raises for all AFSCME staff!

7/1/2023- **1.5%** across the board raises!

10/1/2023- **3%** minimum across the board raises!

10/1/2024- **3%** minimum across the board raises!

Retro pay +\$300 ratification bonus for all AFSCME employees!

Annual Anniversary Raises

In addition to across the board raises, union-represented employees will receive guaranteed **anniversary step raises every year up to 15.**

Years 1-6= **1% raise!**

Years 7-14= **1.5% raise!**

Year 15= **6% raise!**

0% Health Insurance Premium Increases This Year

This agreement locks in **0% increases to CCC employee insurance premiums this year** and commits CCC to pick up the first 6% increases in 2023 and 2024!



VOTE "YES" to Ratify Our New Contract at One of the Following Places:

- Wed. 9/21 - LOC Conf Room 1-1:30PM
- Thurs. 9/22 - Hooper Conf Room 2:30-3:30pm
- Thurs. 9/22 - OTRC 1st floor Conf Room 9-11AM
- Fri. 9/23 - The Estates Conf Room 10AM-Noon
- Fri. 9/23 - Medford Kitchen 12 Noon-1PM
- Fri. 9/23 - Online/Zoom 12 Noon-1PM

More Contract Highlights

A Fair Process for Non-union CCC Staff to Join Our Union

During our contract campaign, many non-union CCC employees have reached out to learn how to join our union! Staff at **Chez Ami and Golden West already held elections and will be joining our union as part of this agreement!**

Additionally, CCC agreed to a **fair process for all non-represented staff to join us** that requires the employer respect their decision and prohibits CCC from aggressively campaigning against them joining us. **We truly are stronger together** and look forward to welcoming more CCC staff into our union!

PTO and Cashing Out

Unlike non-union staff at CCC, the **PTO accrual rate for Union-represented employees will remain the same** as it has been for the last 3 years. The union has agreed to 200 hours annual in bank and rollover in exchange for an increase in the cash out process.

Union-represented employees with at least 80 hours of PTO in the bank will be allowed to **cash out up to 40 hours of PTO once per calendar year at 100%** the current base rate of pay!

Certifications and Licensure

Medical Assistants upon completion of an approved certification program shall receive an increase to their hourly wage rate of **one dollar (\$1.00) per hour** and promoted to a Medical Assistant II position.

All health services, including Substance Use Disorder Services employees, who are assigned to perform duties that require a board approved license and have licensure requirement as a minimum or preferred qualification in their job description and care model of the program shall receive the following salary increase upon hire and/or when achieved:

- **CADC I: \$2080**
- **CADC II/III: an additional \$2080**
- **All Masters-level clinicians : \$3100**

On-Call and Stand-By Pay

AFSCME hourly employees shall be compensated for on-call- **\$15 per weekday and \$30 per day on weekends and holidays**. Employees will also receive their regular hourly wage if required to go to a worksite outside of normal working hours. Salaried employees shall be compensated **\$20 per weekday and \$50 per day on weekends and holidays**.

Shift Differential Increases

Swing shift 3:30pm-11pm: **\$0.85/hr** (up from \$0.50/hr)!

Graveyard shift 11pm-7am: **\$1.25/hr** (up from \$0.75/hr)!