



**We've given our union
a final contract offer.**

We're proud of it.

**So let's talk about what it
could mean for hundreds of
our dedicated team members.**

Scroll to learn more. 

Every employee will receive a raise of

4.5% to 19.7%

immediately this year and **3.25%** next year.

All wages will be placed on **a new wage grid** for full transparency of pay.

Union members will also get **a \$1,300 bonus** within 30 days of signing the contract.

And we'll have a minimum wage of \$19.23/hr

which means that **all full-time staff** will make at least **\$40,000 a year** and **Brown Elephant starting wage** will raise from **\$16.07** to **\$19.23/hr.**

We're adding **one more paid holiday**,
which means our staff will have:

10 paid holidays
+ 6 personal days
+ 12 sick days
+ 15 to 25 vacation days

43 to 53 days
of paid time off per year.

In addition, our **staff members** will also get

2 weeks paid leave

for gender-affirming surgery recovery.

For our **lower-paid team members** (less than \$58,500 per year), we'll substantially cover HMO insurance premiums:

96% subsidy for full-time staff
and **92% subsidy** for part-time staff.

And for the first time, we'll be offering all of our **regular part-time staff** access to

comprehensive insurance

that includes medical and behavioral health coverage.

Our staff will be guided by a new

just-cause discipline system


that mirrors the one in our nurses' contract.

And if we disagree on how to interpret or enforce part of the contract, we'll bring in a

neutral 3rd-party arbitrator

to decide how to resolve the issue fairly.

All this alongside robust provisions on **health and safety, emergency situations, and comprehensive training and onboarding.**




Between these and our other proposals, we've committed to investing

\$2+ million per year

in improvements to wages and benefits for our clinical, administrative, and retail staff members.

And the contract offer includes dozens of tentative agreements with the union regarding:



- labor-management meetings;**
- dress code;**
- bereavement leave;**
- prohibition on non-disparagement agreements;**
- worksite visits;**
- anti-discrimination;**
- grievance and arbitration;**
- seniority;**
- dignity and respect;**
- union officers;**

...and more.

We value our staff and are proud of the many improvements we have **worked on together** in this negotiation process.

We hope to reach agreement on a final contract so that we can **continue our mission of providing culturally-competent, affirming care** to our communities.