

Unionization of The Peer Workforce

The Benefits of Unionizing Peer Workers





Your Presenters



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Our Very Own Labor Organization

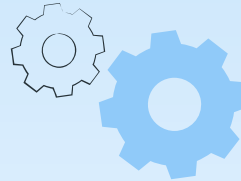


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Pure Support

"The Labor organization built by Peers"

Pure Support is the Labor Organization for Peer Supporters and others that work in the lived experience workforce field.





**“The truth is not always beautiful,
nor beautiful words the truth.”**



— Lao Tzu, Tao Te Ching

01

Unions 101

Organizing The Peer Support
Workforce through collective
Bargaining



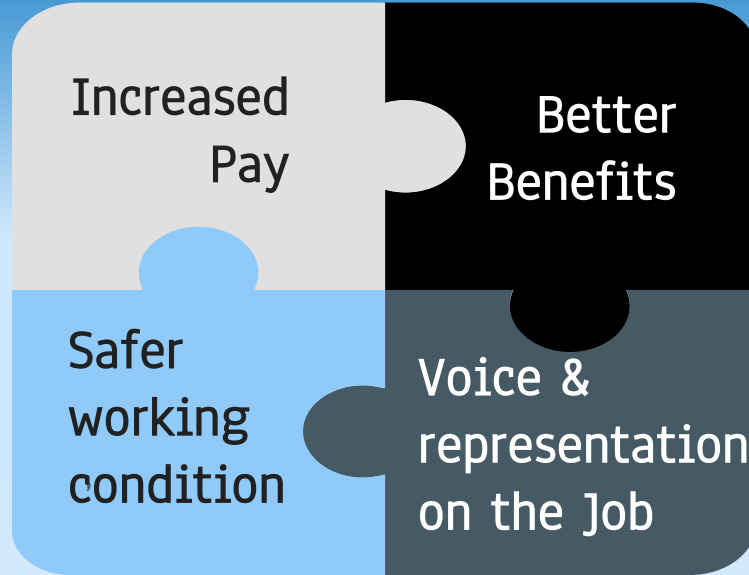
What Is A Union?



An organization of members that elect democratically representatives, to protect and advocate for their collective interests in the workplace, such as wages, benefits, and working conditions.



How Can A Union Help?





Union Benefits of The Peer Workforce

Flexible schedules
and remote work
availability

Paid time off for
vacation, sick,
personal use

Student loan
repayment,
continuing
education,
training/certification

Reimbursements
for health and
wellness

Fair and
transparent livable
wages with usable
benefits

What other benefits would you like to see?

Employers and Funders



Understanding Some Problems In The Field Nationally



Funding

The source of funds dictates role of the peer supporter



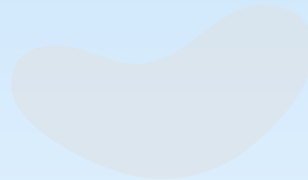
Employers

Often peers are used in settings that violate their ethics and scope of practice



Benefits

Peers are often not paid a livable wages and have little or no benefits



Our Solutions



Collective Bargaining



Forms the union officially, permitting us to represent and enforcing Rights agreed upon in the workplace.



Direct Employment of Peers

By creating employment opportunities we increase membership.

Provide Training/Certification



Partnering with existing organizations and individuals and supporting the creation of nationally accepted guidelines.



Empowering Self-employment

Providing the necessary tools and requirements to become self-employed.

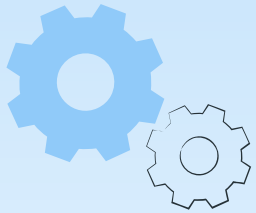


02

Wages

11%

The average union difference in wages!





Daniels, A.S., Ashenden, P., Goodale, L., Stevens, T.

National Survey of Compensation Among Peer Support Specialists.

The College for Behavioral Health Leadership, www.acmha.org, January, 2016



Across all respondents the average wage reported is \$15.42.

“As the peer support specialist workforce continues to evolve and expand, wages and compensation must be continuously reviewed and studied.”

University of Michigan Behavioral Health Workforce Research Center.

National Analysis of Peer Support Providers: Practice settings, Requirements, Roles, and Reimbursement.

Ann Arbor, MI: UMSPH: 2019

Analysis of state Medicaid fee schedules

Average of 13.08 for 15 minutes. Range \$5.98 to \$24.36



Salary/Wages



Calculating Peer Specialist Hourly/Annual Salary in **Fee-For-Service** Reimbursement at a rate of \$15.00/15 minutes:

Maximum Peer Specialist salary potential based on established assumptions
= \$17.13, or annual wages of 35,630.40 per year

Unionized Wages



Pay scale

focuses on experience and education over profits.



Employers

lower costs in administrative expenses. Increases productivity, lowers employee turnover, improves workplace communication, and supports a better-trained workforce



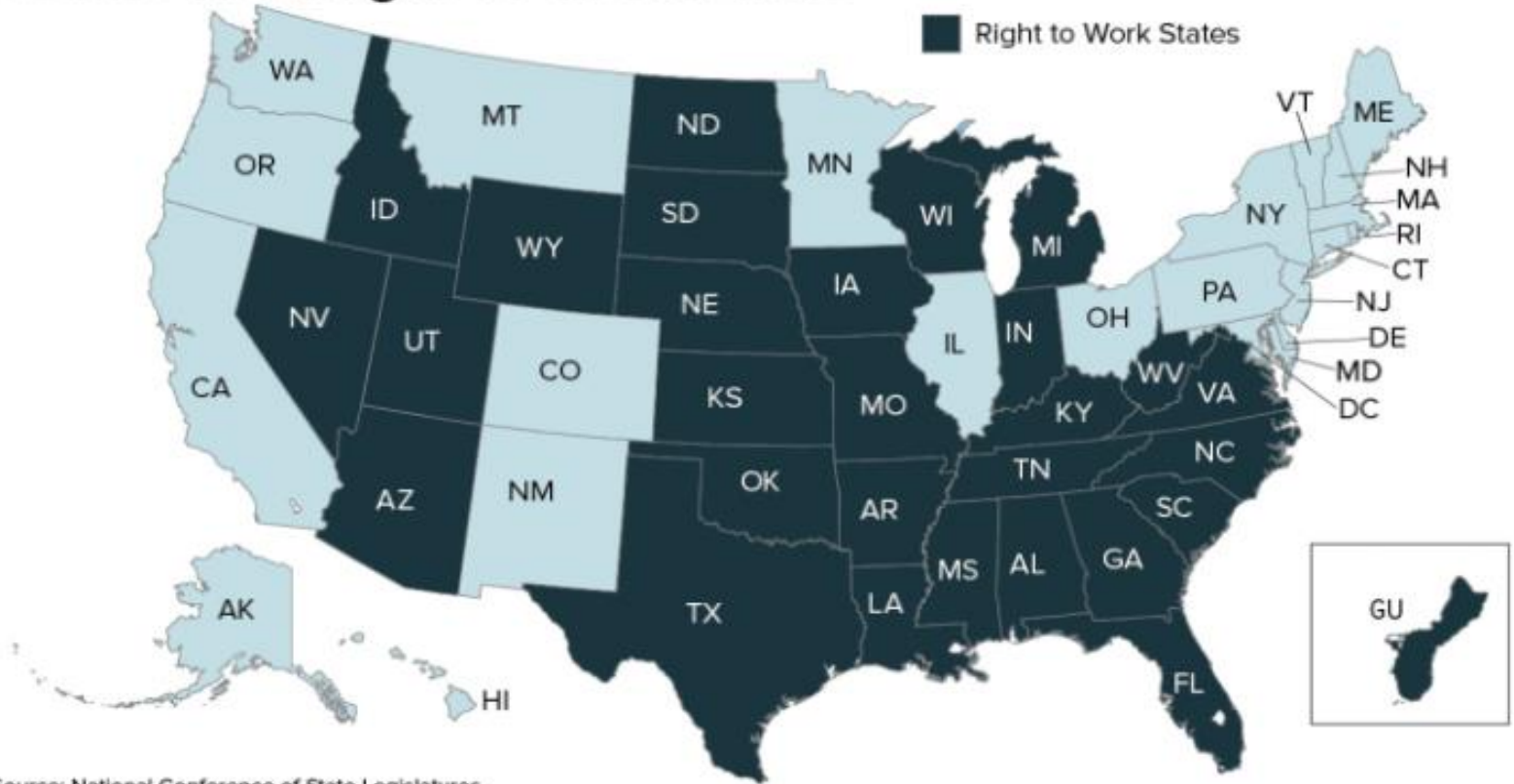
03

Union Dues & Right To Work

The Path to Fair Share



States with Right-to-Work Laws



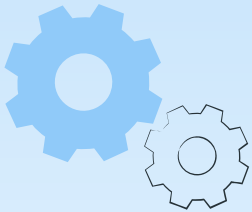
Source: National Conference of State Legislatures



Fair Share Union Dues

The courts have held that under the First Amendment, fair share payers are not obligated to pay that portion of their dues which are used for ideological or political purposes. Fair share payers are only required to pay their share of the costs generally associated with collective bargaining and contract administration.

we will create opt-in/out methods outside dues if we support any ideological or political purposes.



Working Dues



We will be transparent with our members in the usage of dues.

We plan to create reimbursements of Dues in years where the organization saved in costs.

Dues are estimated at 2% but each local votes to determine due setting and uses.

04



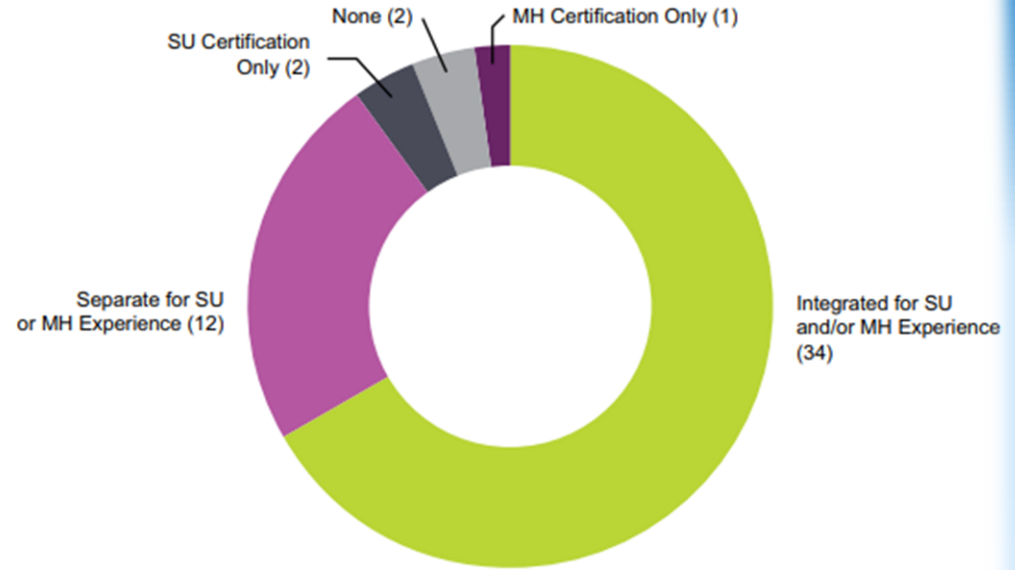
National Network

Combating the differences across the nation



July 2021 Peer recovery center of excellence: Comparative Analysis of State Requirements

Figure 1: State Peer Support Specialist Certifications



SU: Substance Use MH: Mental Health



State Certification Processes



Certification

**Background
& Diagnosis**

Trainings

**Continuing
Education**

Our Partners



Counties And Tribes



Local Peers



Warm/Crisis Lines



For-Profit Business



Non-Profits & Peer Run-Organizations



State & Federal

As our own organization we will be able to collaborate more directly with the governing bodies employers and funders.

What Makes Us Different?



- WE are comprised of the Peer Workforce
- OUR objective is to support your employment
(Especially disabled, part-time, veteran, & restorative justice persons)
- WE assist with every avenue of employment opportunity
(Self-employed– government contract – clinical – peer run- direct)
- WE develop member relations to certify, train, supervise, and refer
- WE support employers in gaining more employment opportunities and funding to employ the peer workforce





Is your employer supporting you?
What are they not doing you would like them to?



Caring For Providers to Improve Patient Experience (CPIPE): Intervention Development Process (2022)



Table 2. CPIPE Intervention Strategies:

- (1) Training
- (2) Peer support groups
- (3) Mentorship
- (4) Embedded champions
- (5) Leadership engagement



What Organizations Can Do



- Empower workers wellness first.
- Show workers they are valued.
- Policies ensure appropriate care is accessible.
- Develop supports specifically to needs.
- Create a culture of inclusion.

Final Thoughts



Strikes:

Our job at the union is to support your employment, not stop it or put it at risk.

Other Protections:

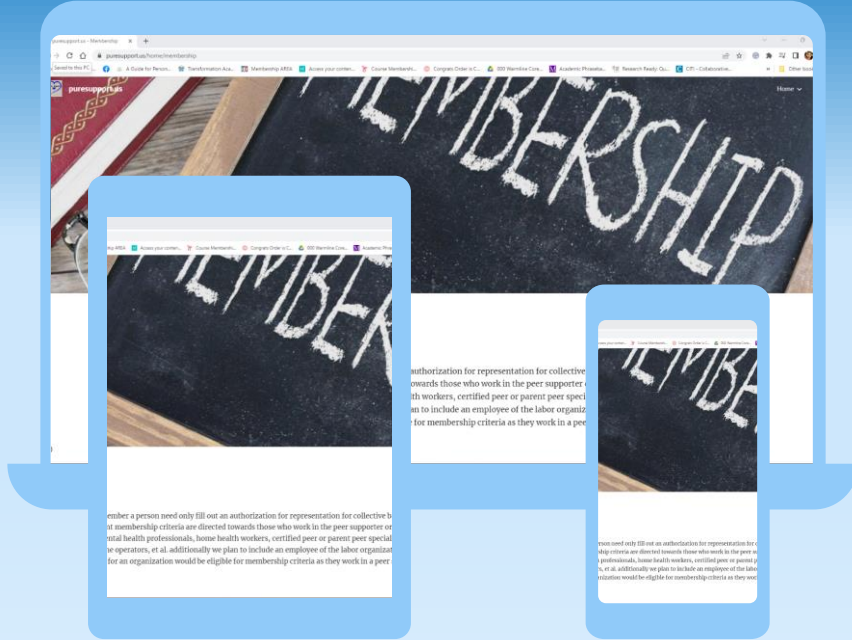
You can feel more secure about your job because the union will have rules to protect you from being fired for no good reason. If you feel like you're being treated unfairly, there will be ways to speak up and get help.

Will I make less money?

We will not make a collective bargaining agreement with an employer resulting in lesser wages and benefits to our members.



Visit Our Site



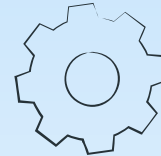
To become a member, fill out an authorization for representation for collective bargaining under our members tab on the website.



Facebook



Instagram



<https://www.facebook.com/profile.php?id=100087760623471>

<https://www.instagram.com/direct/t/340282366841710300949128255999144955514/>



Special Thanks!

Vanessa Williams, Elevate Recovery

<https://www.elevaterecoveryaz.com/>



www.Puresupport.us

<https://www.puresupport.us/home/membership>

References

Slide 11: Sustainable Financing for Peer Support Within Reach

Slide 14: National Analysis of Peer Support Providers: Practice settings, Requirements, Roles, and Reimbursement.

Slide 14 & 15: National Survey of Compensation Among Peer Support Specialists

Slide 18: States with Right-to-work laws

Slide 19: Union Dues

Slide 22: July 2021 Peer recovery center of excellence: Comparative Analysis of State Requirements

Slide 28: Caring for providers to improve patient experience (CPIPE): intervention development process (2022)

Slide 29: Addressing Health Worker Burnout (2022)

Content by Mitchell Sherman CPS 2023

Resources
Handout QR code



QUESTIONS