

# We won for our clinics and families! Our contract agreement is ratified

We formed our union so we could have a say in the decisions made in our clinics because we know that our patients get the best care when frontline caregivers are at the table, advocating for what we know our patients need. Throughout bargaining we've placed improving patient care and strengthening our clinics at the center of our proposals by prioritizing changes to increase recruitment and retention, staffing, and education.

Through the actions we took throughout our bargain, we won! Overwhelmingly we voted to ratify our contract that moves us forward toward our goals, brings us more in line with the rest of the UW system, and creates a strong foundation for our future contract negotiations. It was the collective actions we took signing petitions, marching on the UW Medicine board, wearing stickers, and rallying together, that ultimately pushed management to come to an agreement with us that meets our needs and our clinics' needs.



"We stood strong and united and were able to achieve wage scales that are competitive with industry standards and will help us recruit and retain staff. That's why we voted YES on our new contract!"

**Jodie Lewis, Northgate, BOCC**

## Highlights of What We Won in Our First Contract:

### Wages to Recruit and Retain

**GUARANTEED** wage scales with wage steps that we receive on our anniversary dates that are in line with UWMC/HMC and other area employers

**GUARANTEED** across the board increases that make sure our wage scales keep up with the cost of living (and means that almost all of us will be getting 2 raises per year!)

Management can't change our pay without bargaining it with us

**On Ratification:** \$650 bonus pro rated on FTE (this got paid to us on January 4)

First pay period after ratification: Our pay increases 3% (on our January 18th paycheck)

**July 2019:** 2% increase and we go on the scale at closest step that is not less than our new wage

**January 2020:** we start getting our step increases on our hire/anniversary dates until we reach the top of the wage scale

MAAs and BOCCs will get 2 steps on our hire/anniversary dates to help us catch up to other employers like VMC, UWMC, and others

**July 2020:** 3% increase to our wage scales

We continue to get step increases on our anniversary dates into the future, including MAAs and BOCCs getting 2 steps on the anniversary

**June 30, 2021:** contract EXPIRES and we join HMC, NWH, UWMC in bargaining

### Respect for Our Voice in Decision Making

Union shop: everyone pays their fair share

New employees in our existing clinics get the benefits and pay their fair share

As new clinics open, they can get our benefits once their clinic majority signs on

Joint Labor/Management Committee

NEW Committee with our coworkers on it as changes develop in our clinic system

We play a part determining the fate for the first time including staffing, education, and floating

A Grievance Procedure so we have an avenue to fight bad management decisions so we can hold them accountable including when they violate the contract or inappropriately discipline someone



"As people join our clinics they'll be joining our union so we can continue to have a strong collective voice. We need to stay strong as a united group in our union so we have a seat at the table when decisions are made. We now have rights that we didn't before and a contract to keep management accountable to us and our patients. This is a guarantee that things can't just change because management decides they want them to."

**Kim Williams, Woodinville, MA**

Day-to-Day Benefits We Can Count On

Retirement that will stay the same throughout our contract  
Management must bargain medical insurance cost sharing changes  
Continuing Education: guaranteed continuing education money and the Tuition Assistance Program has to continue  
Guaranteed: at least \$125 (pro-rated) for all job classes and \$250 for RNs, Social Workers, and others (pro-rated)  
Guaranteed: continuation of Tuition Assistance Program (\$1500/yr undergrad; \$2500/yr grad)  
Labor/Management will transition to provide up-front tuition instead of reimbursement and discuss how to ensure we know how to access it

PTO/EIB

We only have to use 24 hour of PTO before we can access our EIB, except:  
Relapse: If we are out sick and return but need to use more sick time within 5 calendar days, we can use our EIB if we have already used 24 hours of PTO the first time.  
Ongoing treatment: we only use a cumulative of 24 hours of PTO for treatment of injury, medical treatment, etc., that are ongoing, even if they are spread out throughout the year/ months.

Accountability and Security for Our Future

Schedules: 4 week schedules must be posted 2 weeks in advance so we can plan our lives  
Seniority: our time with UWNC is honored, especially for Layoffs or Restructures  
Layoff/Rebid: we have a clear process that takes our seniority into account when the system rearranges and defines our rights and options  
Successorship: if a new employer runs or owns any of the clinics, they need to recognize our contract  
Subcontracting: none of us will lose our jobs because of permanently subcontracting our work  
Resignation: guaranteed that if we give 2 weeks notice, we cash out our PTO  
Progressive Discipline/Just Cause: management has to follow progressive discipline and must prove there’s an adequate reason to discipline us  
If we don’t have additional disciplines, we can request our previous one be removed from our file after 2 years  
Per Diems: if a Per Diem works at least part time for 12 months, a requested review can give them a permanent FTE if they want  
Discrimination and Organizational Equity and Inclusion: we are protected from any form of discrimination and can have one of our coworkers be on the UWNC committee that is working on issues of diversity and inclusion.

Staffing and Training to Give the Best Care

Cross Training/Assignment Exemption  
If we don’t want to perform cross assignment duties, we don’t have to unless there is no one else trained  
If no one else is available, then the duties will be assigned in a reverse seniority rotation  
Training/Orientation  
Before anyone is expected to do any function, including one in our scope that we have not performed in a while, we will be adequately trained  
Staffing concerns go through our Labor/Management Committee so we have accountability  
If manager doesn’t respond, we can send to our coworkers on labor/management  
Float Pool: management will maintain float regions and will consult with Labor/Management when changing them



“We won continuing education funds for everyone, guaranteeing that management continues our tuition assistance program. The Labor/ Management Committee will work to make our current tuition program more accessible to everyone by converting to an upfront assistance program instead of reimbursement so we don’t have to go into debt just to go back to school.”

Rose Hatfield, Belltown, MA



“The PTO cap and exemptions we won will improve things for all of us. With this we can use our EIB after 24 PTO hours. In some situations, like a relapse, we can use our EIB right away. I’m so happy for this win!”

Windy Elliott-Wanderer, Factoria, MA

Moving Forward Together: What We Need To Know

We’ll be educating ourselves and our coworkers on our rights and benefits under our contract over the coming months but many of us also have questions now about what it means to be a union and what’s next.

I’m excited we have a contract—what happens now?

Now we work on enforcing our contract and making sure we have an ongoing voice in what happens in our clinics through forming our Labor/ Management Committee and training as Delegates. As new people come into the clinics we’ll need to make sure they know about our contract and sign membership cards so we can stay strong and united.

How can we keep improving our contract?

This contract is just the beginning—a foundation for us to build on. In 2021 we’ll be back in bargaining alongside thousands of other UW union caregivers to make changes to our contract. That will be another chance to bargain more raises, additional benefits, and other changes that will make our clinics even stronger. In our first contract we won a solid foundation of wage scales, reliable and guaranteed wages, as well as other important and fundamental rights and protections that we need to have security for our future.

Paying our dues is how we keep our union strong! How much are they?

Dues are 1.8% of our gross income. That means **for every \$1,000 we make, we pay \$18**. If we don’t make any money one pay period, we don’t pay any dues. Any changes to dues is decided by a vote of all of us and our other union coworkers throughout the state.