



Our Unity Makes a Difference: An Overwhelming Majority Voted Yes for a Strong Transition Agreement to Move Us Forward

Because we're united together in our union, we had a seat at the table with management to bargain the terms of this transition. Our bargaining team did an outstanding job, making sure our priorities and our values were heard during challenging negotiations for our transition agreement. The team reached a tentative agreement with UW a few weeks ago, and last week our union ratified it with 99% voting YES!

Since we formed our union 18 years ago, we've fought hard for strong protections in our contract, which will be extended until June 30, 2021, and which will now include the clinics!

Typically, new bargaining units like the clinics must start a contract from scratch. The clinics' bargaining team fought to join the NWH bargaining unit and contract, and now all of the protections available to NWH employees will be there for employees at the clinics as well.

We maintained most of our contract provisions, including our seniority, but there are important issues that weren't resolved during the transition bargaining that we will address when we bargain our next contract, and we need to build our strength starting NOW!



"This contract bargaining experience was different from prior contract negotiations. That is understandable, considering no other chapter in SEIU Healthcare 1199NW has gone from private to public. Ultimately, issues around the effects of the transition to becoming state employees had to become the focus. If many of the usual items had come up for negotiation, there would most likely have been lack of movement on management's part, and Northwest workers would not have known what to expect and plan for as we become integrated into UWMC on Jan. 1, 2020. Going forward, we need to really stay united as we seek the best pay, differentials and working environment from all of the UW campuses, including Harborview, when we bargain the usual issues a year from now."

Genevieve Sanford, Ultrasonographer, SEIU Healthcare 1199NW Bargaining Team and Executive Board Member

Turn over to see what we won!

What We Won!

Protection of Our Contract

- Seniority will transition with us
- Training Fund = MAINTAINED!
- NWH clinics co-workers join our bargaining unit with the contract's current protections

New Memorandums of Understanding

- Management made a commitment to meet and work with us on addressing organizational equity & inclusion to create a clear and transparent process for dealing with bias and discrimination
- Management made a commitment to meet and work with EVS on creating training opportunities that could lead to certification pay
- When we transition, we will receive a UPass for transportation

Lump Sum Contribution

To offset the hardship we could incur if we aren't able to vest our pensions because of our age, approximately \$4,750 will be paid out Nov 25, 2020, if we are over 60 by January 1, 2020, with at least 10 years of service.

Sick/EIB

- First day access to our sick bank when we call in sick
- 12 sick days per year begin to accrue January 1 (instead of the current 8 into our EIB)
- EIB balances will transfer at value into "NWH Carryover bank"
- EIB cash-out at a rate of 90% of the value using the current years of service rate
- Transferable NWH Carryover banks within UW Medicine (includes UWMC, NWH clinics, and HMC)

PAL

- PAL cash-out at 75% value down to the new maximum of 250 hours (only if bank exceeds 250 hours)
- PAL transfers at value on January 1 as "vacation time" - hours above 250 can be used through June 30, 2021

Healthcare Benefits

- All eligible employees will be part of the PEBB with many healthcare plans to choose from, including dental and vision
- \$250 in a Health Savings Account for members making less than \$50K
- \$150 Amazon card for completing health assessment

Wages for Recruitment and Retention

- 74% of us at NWH earn higher wages than at UWMC
- 4% raise: 2% raise July 1, 2019 + 2% raise July 1, 2020
- \$800 bonus for everyone with above .6 FTE November, 2020 & \$400 for .6 FTE and below
- Wage Scales for clinic employees on January 1, when we will be placed on the hospital wage scales at a minimum of a step closest to, but not less than, our current rate of pay
- 6% "recruitment and retention" premium for reserves - reserve employees and employees with an FTE below .5 must be designated "temporary" employees, and since these employees may be eligible for benefits, the current "in lieu of benefits" premium isn't permissible by law



"I know that if we all feel secure in our work environment, knowing we are fairly compensated, can take care of ourselves when we're sick and

take vacations when we need to rest, that it will all add up to top-notch healthcare workers and patients receiving excellent care." **Beverly Mills, Clinic Surgical Scheduler, Fremont Primary and Specialty Clinic, SEIU Healthcare 1199NW Bargaining Team Member**

Retirement Benefits: PERS 2 OR PERS 3?

- After January 1, we will have 90 days to pick between the two pension plans. Thereafter, 12.83% will be paid by management into the state pension fund. We will be able to draw a pension when we retire if we pay into the pension fund for a minimum of 5 years after January 1 (vesting).
- For PERS 2, we would contribute 7.41% of our checks into the pension fund. If we vest, then when we reach retirement age, we would get a check each month from the pension fund which would amount to:
2% X years paid into fund X average of highest paid monthly earnings
- For PERS 3, we would contribute 5-15% of our checks into a 401K. That money would grow or shrink depending on the stock market. If we vest, then when we reach retirement age, we would have our 401K savings, and we would get a check each month from the pension fund which would amount to:
1% X years paid into fund X average of highest paid monthly earnings

Leaves

Our bargaining team was able to bargain the best accrual rate plan available in the UW system, which opens the doors for nurses at NWH and our members at Harborview who have an inferior plan.

- 4 new holidays: 3 additional holidays plus 1 personal holiday
- 2 holidays for reasons of faith (unpaid or from vacation bank)
- Years will be counted toward seniority instead of 2080 hours

1 st year	12 days	8th year	19 days
2nd year	13 days	9th year	20 days
3rd year	14 days	10th year	21 days
4th year	15 days	11th year	22 days
5th year	16 days	12th -19th year	23 days
6th year	17 days	20th - 24th year	24 days
7th year	18 days	25th year +	25 days

Example:

When counting vacation, sick leave and holidays, a new employee will earn 35 days of leave with the new accruals, versus the current 30.