



SEIUHealthcare®
United for Quality Care

Navos

October 29, 2019

Navos: Respect Our Voice, Respect Our Healthcare

Quality healthcare is important to every worker at Navos. We need stability in our coverage, and our healthcare should not be changed without our say. We know our unity is powerful — we have used our collective voice in the past to achieve wins in wages benefits and safety. Once again, we are united to ensure that we have a voice for quality care for everyone!



"We need a voice in any changes that are made to our healthcare! One of the reasons we have a union is so management cannot make unilateral changes without our voice." **Jacqui Grava, Adjunct Therapy, First Floor, Days**



"I want everyone to know that Navos violated our contract with this announcement. It's important that we have a say in our healthcare. We did not agree to this change in healthcare plan. I will be on the bargaining team to make sure we have a voice in our healthcare." **Hector Loya-Loya, LPN, Second Floor, Evenings**



"Navos met with us only once in June, to say that they were considering changes to the health plan, but they provided no information or details. We told them we would not sign off on any changes without all of the information. They never followed up. Now they are attempting to make a change without us. We need to stay united and tell Navos to respect our contract and our benefits." **Enrique Marquez, SEIU Executive Board Member**



SEIUHealthcare®
United for Quality Care

DIANE SOSNE
President

ROBIN WYSS
Secretary-Treasurer

JANE HOPKINS
Executive Vice President

CASEY RUKEYSER
Executive Vice President

SCOTT CANADAY
Vice President

GRACE LAND
Vice President

DOLORES PRESCOTT
Vice President

**SERVICE EMPLOYEES
INTERNATIONAL UNION**

15 S. Grady Way, Suite 200
Renton, WA 98057
425.917.1199
1.800.422.8934
Fax: 425.917.9707
www.seiu1199nw.org

YAKIMA OFFICE
8 E. Washington Ave. Suite 100
Yakima, WA 98903
509.523.9522
Fax: 509.248.0516

SPOKANE OFFICE
901 E. 2nd Ave. #110
Spokane, WA 99202
509.456.4986
Fax: 509.456.5017

Terri L. Card
Interim COO Navos
2600 SW Holden St.
Seattle, WA 98126

Ms. Card,

We received Diana Dieguez's email on Tuesday October 22, 2019 indicating that Navos has unilaterally decided to change healthcare providers-moving away from Kaiser and to the First Choice Network. Our Union did not agree to any change in healthcare providers, nor was our Union a party to "jointly research(ing) and select(ing) a health plan" as Article 12.2 of our Collective Bargaining Agreement requires.

Furthermore, the Employer was notified September 16th, 2019 of our intent to bargain a new Collective Bargaining Agreement for the contract that expires on December 31st, 2019. We had an initial meeting with the Employer on healthcare plans on June 21st, at that meeting we clearly indicated we were not interested in changing health care providers. The Employer did not respond to our second information request provided at the meeting on June 21st and never requested nor provided any additional dates.

This unilateral change in healthcare plans by the Employer has a significant impact on our members health, healthcare decisions and plans, and could have a significant financial impact. This unilateral change was not jointly researched nor selected as required under our contract. This unilateral change is in clear violation of maintaining the status quo as required after the request of the Union to bargain a subsequent agreement.

The Employer must immediately cease and desist from implementing this unilateral change and engage in the negotiation process the union requested on September 16th; any decision other than maintaining the status quo, following our contract and maintaining our member's health plan could require us to pursue remedies for our members through all collective bargaining and legal means available.

Please indicate by the close of business on October 24th that the Employer intends to comply with our contract, refrain from committing unfair labor practices, and has communicated to all represented members the Employer's intent to respect their Union and negotiate in good faith a new agreement that has not been violated by any unilateral implementations by the Employer.

Sincerely,
Jason D. Beatchene, Chief Negotiator
SEIU Healthcare 1199NW
(206) 890-1211
jasonb@seiu1199nw.org



SEIUHealthcare®
United for Quality Care

www.seiu1199nw.org • 1-800-422-8934

Follow us and be part of the conversation
@SEIUHealthcare1199NW



Proudly Produced by
the members of SEIU
1199NW & Staff Union
bb 102919 Navos