

## Implementing Our Contract Wins

It was through our unity, collective action, and shared vision for a better Neighborcare that we were able to make solid gains in our first contract. It's time to implement the wins, benefits and provisions we fought for.

### Contract Win: Precepting Premium

We won several premiums that didn't exist before we had a union contract, including a \$1/hour premium for precepting. A preceptor is an experienced Provider or Registered Nurse proficient in clinical teaching and communication skills who is assigned specific responsibility for planning, organizing and evaluating the new skill development of a new Provider or Registered Nurse who has been placed in a defined preceptor program.

#### Here are some key details about the NCH preceptor program:

- Interested learners should contact HR at [HR@neighborcare.org](mailto:HR@neighborcare.org) where you will complete an online form. Learners will be prioritized based on program affiliation and interest in a long-term career in community health (<https://neighborcare.org/careers/externs-residents/>). Current or prior Neighborcare staff or volunteers who are enrolled in a program pursuing a higher degree who are interested in preceptorship at Neighborcare Health will also take priority.
- Interested in being a preceptor? Fill out the form at <https://1199nw.org/32KkiF9u> and HR will review it to determine the best learner/preceptor match. Once the match is made, HR will reach out to the respective supervisor to approve that there is adequate space for the student and the overall placement.
- If you need to speak to a union delegate with questions around precepting, contact Hayley Nicholas, RN, HHOT: [mahalian@neighborcare.org](mailto:mahalian@neighborcare.org)



"I've been serving as a preceptor for UW and SU students since I started with Neighborcare. I jumped at the opportunity because I think it's essential to expose our future nurses to our astoundingly diverse and engaging patient population and to immerse the new nurses in the social determinants of health our population navigates in order to benefit from care. Specific to the HHOT team, I also think it's important to demonstrate the power and efficacy of a nurse-led model of care delivery to folks just getting their footing in the practice. I also feel the need to give back because I benefited from the knowledge, encouragement and patience of many, many preceptors while I was surviving nursing school. The preceptor premium is an acknowledgement of the time and energy I give to these students. I'm very much looking forward to shadowing of new employees being a benefit discussed in the negotiation of our next contract. Shadowing deserves commensurate acknowledgement and compensation."

**Hayley Nicholas, RN, HHOT**

### Contract Win: Practice Management Time Committee



"During the bargaining process, we raised the importance of preserving and improving our practice management time. We were able to get increases in time for most job classes as well as a process to partner with management to make sure PM time is working the way it should for the employees that have it." **Valentina Warner, MD, Rainier Beach**

#### PM Time Breakdown:

Job Classification	Practice Management Time (based on 1.0 FTE)
Physician	0.125 FTE
ARNP Physician Assistant	0.2 FTE
Mental Health Therapists Behavior Health Counselors	0.25 FTE
Social Workers	0.31 FTE
Dietitian Nutritionist and Certified Diabetes Educator	0.2 FTE
HHOT Reach Team SHA (All Job Classifications)	40% of shift

If you have questions or concerns on practice management time, please reach out to the following Practice Management Time Committee members:

- Valentina Warner, MD, Rainier Beach**
- Patty Long-Brohm, BHC, High Point**
- Hayley Nicholas, RN, HHOT**
- Maureen Chomko, Certified Diabetes Educator/ Dietician, Rainier Beach**

## Joint Labor Management Committee Update:

Our Joint Labor Management team is saying farewell to Dalila Cruz, PSR at Meridian, committee co-chair, as well as to Jo Saltmarsh, RN2, 45<sup>th</sup>—we wish them well on their next adventures. We are pleased to welcome our new co-chair, Paula Brown, PSR at Meridian and Hayley Nicholas, RN, HHOT, to the team.



"I am thrilled that Paula Brown is the next co-chair for the JLMC. Paula has worked with me since the beginning of us unionizing. She is an amazing and a great leader! My watch has ended here at Neighborcare. I will be moving to Oregon to live closer to my siblings. I will miss Neighborcare and being a part of our union. I've had a lot of personal growth here and created great relationships with my co-workers. I chose to get involved in unionizing Neighborcare because of the PSRs that I worked with. Almost three years ago we were told that all the PSRs were going to be "restructured" and that we had to re-apply for our jobs. I remember listening to the other PSRs saying that they didn't want to have to compete with each other for the Meridian PSR positions and volunteered to go to the PCC or to other NCH sites. Where do you find co-workers like that? It's because of them that I wanted our voices to be heard and for our opinions to matter. I told myself that I would stay until we finalized our contract for all of the co-workers who left because of the changes that were made to Neighborcare and those whose positions were cut. There is power in numbers and I encourage you all to get involved and learn about our union here at Neighborcare. I will miss you all very much!" **Dalila Cruz, PSR, Meridian**



"It is my honor and pleasure to be nominated as the new co-chair for the Joint Labor Management Committee. Dalila and I have worked together for two and a half years and have been building the union together since the beginning. It just seems like the natural next step for

me to take her place as she starts her next adventure in Oregon. The JLMC is where we come together to raise questions, concerns and problem solve with management. We do this guided by the input of all of our co-workers and serve as your union representatives to make sure we are manifesting all of contract wins. I am ready to be part of this leadership team and have a vision of co-creating a new employee driven future that prioritizes racial and economic justice for all NCH employees, patients and communities. The committee would love to hear from you if you have questions about the union, your contract, or workplace concerns." **Paula Brown, PSR, Meridian**



"After eight years with Neighborcare and almost two years as a member of SEIU 1199NW, I have decided to move on to a new job with Seattle Cancer Care Alliance. I will greatly miss my co-workers and patients and will always feel connected to the mission of Neighborcare. One of the

highlights of my time has been organizing with SEIU and being on the bargaining committee. These experiences deepened my understanding of workers' rights and strengthened my commitment to racial justice. I will carry these forward into my next job and beyond. When we first started unionizing in 2017, I saw an article that asked, "Do you want to continue the legacy of MLK? Join a union" and this solidified my conviction that organizing would strengthen Neighborcare. While I am sad to leave, I know that our patients, our union, and our organization are in the incredibly capable hands of our members. In solidarity, Jo." **Jo Saltmarsh, former RN2, 45<sup>th</sup> St.**

The Joint Labor Management Committee meets monthly to discuss system-wide concerns relating to COVID, staffing, contract implementation, equity and inclusion, etc.

### We would love to hear from you!

Questions about our union?

The contract?

Have workplace concerns?

### JLMC Members:

- Paula Brown, PSR, Meridian
- Renee Hopkins, Dental Assistant, RB
- Valentina Warner, MD, RB
- Juanita Lyles, MAll, Pike
- Liza Redding, BHC, Pike
- Hayley Nicholas, RN, HHOT
- Elisa Apostle, ARNP, CC

## Why Our Union Strength Matters

Upon ratifying our union contract we saw an immediate 2% raise for everyone. This was an important win for us because some of us were only getting a bonus, some of us were getting a raise, and some of us were getting no increases whatsoever. Having a union means fighting for wage increases that benefit us all. We will see an additional .5% increase this December. We don't begin to pay union dues until our full raise takes effect in December. We will be going back to the bargaining table next spring where we will continue to fight for wage increases that honor our dedication and hard work.



"Throughout bargaining, we fought for and won what is known as a "union shop" in our first contract. What that means is that all of us in the clinics are members of the union at Neighborcare. That means we all sign membership cards because while yes, paying our fair share is a condition of our employment, it's more than that—because we all benefit from being in a union. Union shop means unity—that we are all looking out for each other. Because the providers can't function without the MAs, the MAs can't do their jobs well without the PSRs, the PSRs would have much more work without the staff we have working hard in our contact center. If there is an issue you have at your worksite, or with your job, it's going to affect

your patients and your coworkers. Being union shop means we all care about that issue, that you're not alone. You'll have the power of all your fellow union coworkers behind you. We all rely on each other within our clinics, and we rely on and support each other together as our union. If you haven't filled out your membership card, I encourage you to fill it out now. We are stronger together." **Maureen Chomko, Certified Diabetes Educator/Dietician, Rainier Beach**

## New Membership Card

Make sure to fill out a membership card at [joinseiu1199nw.org](https://joinseiu1199nw.org).

Together we have the strength to improve our jobs and the care we give!

## Our contract is online!

Visit [1199nw.org/3hF1mMI](https://1199nw.org/3hF1mMI) to view our contract.