

TOGETHER WE MOVE NEIGHBORCARE FORWARD

Joint Message from  **SEIU**Healthcare® United for Quality Care &  neighborcare health

Together, we are committed to making Neighborcare the best it can be for our patients and employees. We are excited to announce that we will be using an “interest-based bargaining” approach to identify our fundamental needs and find solutions together. This is a different way to negotiate and is an alternative to traditional bargaining. We are focusing on being partners who collaborate on a shared vision to make Neighborcare a place where we feel like we all belong.

As partners, we are committed to swiftly negotiating a contract that centers our most pressing concerns. Our first session on August 4 was very productive — it incorporated many elements of our joint work that will make us successful and move us toward the best possible outcomes that will

benefit patients, our staff and Neighborcare as whole. Our team reached consensus on the issues we will be working on. Through a shared vision of partnering together in this negotiation, we will be focusing our bargaining on the following goals:

- **Competitive wages and affordable benefits.**
- **Working together to integrate Equity Diversity and Inclusion into the culture of Neighborcare.** We want to work together to ensure staff have competitive wages, a reliable wage scale, affordable benefits, and opportunities to advance their careers. We want to make Neighborcare a place where equity, diversity and inclusion is centered in everything we do.
- **Joint Labor-Management Committee.** We want to ensure the frequency and agendas of the of JLMC meetings are built to meet the needs of all interests.
- **Funding Support.** We want to work together to ensure sustainable and consistent funding and resources to NCH from state and local legislators.

STAY TUNED!

Next Bargaining session: August 30



“We have a crisis of recruitment and retention with too many resigning for better pay and benefits elsewhere, leaving unfilled positions in their wake. We all know high staff turnover is expensive and delivers lower quality care. What can we do to attract and retain staff? Better wages: It’s simply too expensive for staff to live near where they work in Seattle on the wages they make. Staff development: Helping staff both financially and in work schedules to further their education in the medical field. Living the mission: Not just for our patients but for our staff as well. With IBB, everyone’s voice will be at the table, sharing in the decision-making process, creating a better workplace where people want to work, and STAY.”

- Valentina Warner, MD, Rainier Beach



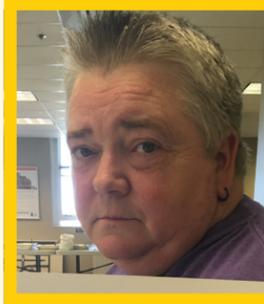
“In this first session I was excited to feel the energy, engagement, and collaboration between all participants (even over zoom!). Walking through this new interest-based-bargaining process has been a great opportunity for labor and management to come together to think deeply about our organization’s greatest needs, brainstorm ideal outcomes, and work together to come up with a pathway to get there together.”

- Cora Weed, Interim Chief Operating Officer



“I have taken part in traditional bargaining numerous times but have never participated in interest-based bargaining. I am excited to have the opportunity to engage in this collaborative process. I found our first session to be extremely stimulating and refreshing. It was satisfying to experience everyone working together as one team to find common ground and develop solutions that meet the interests of everyone. It was easily the most enjoyable bargaining session I have ever attended.”

- Chip Weatherbee, Senior Labor Relations Specialist



“I am excited to begin bargaining through the interest-based process. We will be a stronger Neighborcare working together as one unit, and not fighting against each other.”

- Ginger Hartzell, MA, Lake City



“The first joint session with management went really well. It was both productive and enjoyable to be able to come together with ideas to try and solve the concerns at NCH. Working together through the Interest Based Bargaining process is ultimately going to be a better approach, and will help address our collective issues with way more creativity and openness compared to traditional bargaining. Working together as partners in a collaborative manner will allow for the best ideas, and outcomes for Neighborcare as a whole.”

- Paula Brown, PSR, Meridian

QUESTIONS?

Reach out to a member of your Bargaining Team:

Union Team:

Valentina Warner, MD, Rainier Beach
Maureen Chomko, Diabetes Educator, Rainier Beach
Kristin Ortega, MA, Rainier Beach
Paula Brown, PSR, Meridian
Andrew Nee, Eligibility Specialist, Meridian
Jules Figueroa, MAI, Meridian
Elisa Apostle, Nurse Practitioner, Columbia City
Hayley Nicholas, RN, HHOT
Liza Redding, BHC, Pike

Management Team:

Janine Childs, Chief Financial Officer
Lisa Cunha, Senior Director Human Resources
Chip Weatherbee, Senior Labor Relations Specialist
Cora Weed, Interim Chief Operating Officer