

OUR UNITY WINS:

MANAGEMENT'S ILLEGAL ATTEMPTS AT INTIMIDATION BACKFIRE

At the all-staff meeting on April 13, we took action to show our support for our bargaining team and win a fair contract. Management attempted to discipline delegates who took part in the action and disparaged our union. Their actions backfired! Our union filed charges to the National Labor Relations Board, and management was forced to remove all discipline for our actions. Management issued a notice on October 1st stating that they WILL NOT discipline members for union activity and we have THE RIGHT to take action to support our bargaining team! We will continue to stand up for our rights and win a contract for everyone at Lifelong.



“We were given an illegal verbal warning in retaliation for bringing up the contract during an all-staff meeting. However, our union activity is federally protected! SEIU Healthcare 1199NW provided us with a free lawyer and now Lifelong has to remove it from my record. In a time where we are supposed to believe that Lifelong doesn't have enough money for raises, safety, or good healthcare, leadership chose to waste Lifelong money on an attorney to avoid admitting that they were wrong. Never forget, the union isn't just here for bargaining the contract every three years, we are always here to protect each other. Don't be afraid to speak up!”

Laura Vega, MCM, Bargaining Team Member

THE NOTICE

(To be printed and posted on official Board notice form)

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

SEIU 1199NW is the exclusive collective bargaining representative of the bargaining unit, historically treated as:

All full- and regular part-time employees in the following job classifications: RN, Lead Dietician, Substance Use Disorder Specialist, Registered Dietician, Lead Medical Case Manager, Lead Housing Case Manager, Lead LTSS Case Manager, Lead Insurance Advocate, Senior Insurance Advocate, EHIP Quality Analyst, Insurance Payment Administrator, Medical Case Manager, LTSS Case Manager, Housing Case Manager, Wellness Advocate, CSB Care Advocate, Insurance Advocate, Healthy Connections Coordinator, Lead Dental Coordinator, Prevention Specialist-HEYO, Prevention Case Manager, Client Navigator, Dental Coordinator, Housing Placement Coordinator, Insurance Program Coordinator, Individual Provider Coordinator, Warehouse Coordinator, Eligibility Specialist, LTSS Case Aide, Outreach Coordinator, Facilities Assistant, Front Desk Coordinator, CSB Delivery Driver, CSB Cook, Warehouse Specialist, and Dishwasher.

YOU HAVE THE RIGHT to freely bring issues and complaints to us on behalf of yourself and other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT disparage or make any statements in our communications to you that undermine the Union as your chosen collective bargaining representative in regard to bargaining or how they conduct business on your behalf.

WE WILL NOT bypass the Union and deal directly with you to undercut the role of the Union, including asking you to bring workplace concerns first to your supervisor and the CEO.

WE WILL NOT enforce the 'Workplace Environment' rule in our Employee Handbook in a manner that is retaliatory or discriminatory in order to discourage protected Union activity.

WE WILL NOT discipline you because you exercise your right to bring issues and complaints related to wages, healthcare, staffing, or bargaining to us on behalf of yourself and other employees.

WE WILL NOT discipline you because you exercise your right to voice your support for the Union.

WE WILL remove from our files all references to the verbal discipline of Kai Kohlsdorf, Adam Roca, and Laura Vega and **WE WILL** notify them in writing that this has been done and that the verbal warning will not be used against them in any way.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

Lifelong
(Employer)

Dated: 9/29/21 By: Margaret G. Counsel
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Offices set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/ty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

915 2nd Ave Ste 2948
Seattle, WA 98174-1006

Telephone: (206)220-6300
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE. This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Centralized Compliance Unit at comp@iancsunil.com.

We are taking our message to the community! We will not back down!

We will not settle for takeaways in our contract!

Management continues to push for a contract with wages that fall far short of the cost of living, has no meaningful safety language, and which takes away our sick time. This is unacceptable! Lifelong is losing its way and it is time that the community learns what is happening.

We are launching a petition to our friends, neighbors, and community members to tell them that Lifelong needs to settle a fair contract!

Look out for our community petition launching soon



“We have been bargaining in good faith, but management has made it clear that they are not going to settle a fair contract unless they feel real pressure. The current proposal of a 1% raise over five years is unacceptable! With the cost-of-living increase in our area, accepting

management's proposal would cause us to lose money over time and leave us far behind. We need to spread the word to the community that what Lifelong is doing is wrong. That is why we are taking action!”

A Roc, Housing Case Manager, Bargaining Team Member