

Together We Move Neighborcare Forward

Joint Message from  SEIUHealthcare® United for Quality Care and  neighborcare health

Over the last few months, we have continued to meet using interest-based bargaining and have had several productive bargaining sessions. As part of the process, we worked together to craft a “Partnership Statement” that we read prior to each session to center our discussions and keep us focused on our shared goals and commitments.

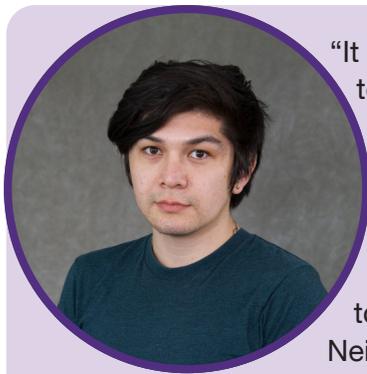
Our Partnership Statement

“We are jointly committed to working in partnership that is grounded in trust, transparency, openness, collaboration, and creativity where we work toward shared objectives with a commitment to growth and learning for the long-term success of the Neighborcare team and the communities that we serve. We strive to elevate the voices and strengths of the team, to implement shared knowledge to tackle challenges together to strengthen the foundation of our partnership. We seek to center equity, diversity, inclusion; all of which is in service to making NCH a place where we all belong and to support our teams and serve our community.”

Currently, we have reached agreement on the following issue:

- Frequency and agendas of our Joint Labor-Management Committee meetings.
- Contract-based meetings, including the use of virtual meetings when appropriate.
- Schedule language to clarify standard and innovative schedules.
- Partnering together to ensure transparency and communication in health insurance benefits.

We have also made progress on several other issues and are optimistic that we will reach agreement on those issues soon.



“It has been great being able to use our new interest based bargaining techniques to better understand each other. I’m glad the interest based bargaining methods have allowed bargaining to come from a place of mutual understanding for a more inclusive Neighborcare. Through the use of interest based bargaining skills, we were able to come together to create a joint partnership statement that reinforces the strength of transparency and working together for a better and stronger Neighborcare. It was powerful working with members of our union and management to envision a partnership that is centered in the core values of what we believe Neighborcare can be for our staff and the communities we serve. By creating this partnership statement together, we are able to work towards a shared vision for what can be possible for our organization through a set of mutually agreed upon goals and expectations for how to move forward as we continue to bargain the new contract. I feel more connected with each member involved in the bargaining process now that I know that our teams are working towards improving and creating a workplace for our staff to belong. Even when the issues get harder, I feel better knowing that I’m working with individuals vested in improving Neighborcare for all!” - **Andrew Nee, Eligibility Specialist, Meridian**



“As we near the end of 2021, and are now several sessions into our Interest-Based-Bargaining work together, I’m feeling really proud of how far we have come together. Not only is the bargaining team having rich and important discussions about specific topics in our contract, we’re also paving a path forward for how management and staff can work together in the future with a shared interest in making Neighborcare both the best place to receive care, and the best place to choose to work and provide that care. I’m seeing relationships, trust, transparency and mutual accountability build as a part of the IBB process, and am hopeful (and excited!) for what this team can accomplish together.” - **Cora Weed, Interim Chief Operating Officer**

WAGE INCREASES COMING SOON!

In recognition of the fact that represented staff haven't received a wage increase in almost a year, and knowing that interest-based bargaining can take longer than traditional bargaining, Neighborcare Health management reached out to SEIU with a proposal to implement a wage increase prior to the completion of contract bargaining.

As a result, we have reached an agreement on a wage increase that will be effective November . This agreement includes the following:

- Represented staff will receive a bonus of **4% of their gross wages earned from the date of contract expiration, May 24, 2021 through November 21, 2021.** (This is in addition to the bonus that Neighborcare's Senior Leadership team recently announced at the All Staff Meeting in October.)
- Represented staff will also receive a wage increase of either 2% or 6% effective November 22, 2021.
 - o Staff in job classifications that have seen a significant increase in wages based on market analysis of the health care industry in our area will receive a 6% increase.
 - o Staff in all other job classifications will receive a 2% increase.
 - o Supervisors will advise staff of their specific increase.

We are excited that our interest-based bargaining approach has created a relationship that allowed us to reach agreement on a mid-bargaining wage increase. We will continue to work together to establish a wage scale in the collective bargaining agreement.



"Life in the clinics is hard right now. We all have bills, rent or mortgage, we have childcare, gas and living expenses in general, and I see the frustration that's happening with my co-workers. I see some of you leaving for higher wages and it's heartbreaking. I want all of you to know that we are advocating for all of you and are focused on building a strong, equitable, inclusive contract for all--it's a process. Together, with management, we have built a strong foundation and now, we're trying to build the layers that will benefit all Neighborcare employees. Although we've come a long way, there is still more to accomplish and the bargaining team wants you to know that a better future is coming for all employees, employees that not only serve the community, but are part of the community as well. We want you to know that we have seen you, we have heard you, but most of all, that we are united in this together to make sure that we have the best contract in order to serve those who serve those around them." - **Kristin Ortega, MA High Point**



"Neighborcare Health's Senior Leadership and management teams are delighted to be able to provide staff with a retro bonus and wage increase at this time. Our interest based bargaining continues to move forward and because economic topics are later down the list of interests, management thought it very important to provide staff a wage increase."

- **Janine Childs, Chief Financial Officer**

If you have a question or concern, reach out to the Bargaining Team:

UNION TEAM:

Elisa Apostle, NP, CC
Ginger Hartzell, MA, Lake City
Hayley Nicholas, RN HHOT
Valentina Warner, MD, RB
Maureen Chomko, Diabetes Educator/Dietician, RB
Kristin Ortega, MA, HP
Andrew Nee, Eligibility Specialist, Meridian
Austin Bidman, RN, 45th St
Liza Redding, BHC, Pike

MANAGEMENT TEAM:

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