



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

TOGETHER WE MOVE NEIGHBORCARE FORWARD

IN CASE YOU MISSED IT

One of the issues being discussed in bargaining is the current holiday schedule and possible changes to the holidays that Neighborcare observes. Using a racial justice and equity lens throughout the bargaining process, this discussion is centering how to be more culturally inclusive. In order to help inform those discussions SEIU and NCH are partnering to conduct a survey of all NCH staff on this topic.

We are seeking to understand the following:

- If staff feel that changing the holiday schedule should be a priority to improve cultural inclusivity
- Do we have staff who do not feel included with the current holiday schedule
- In what way, if any, do staff not feel included
- What would be the potential impacts to staff and family (including childcare concerns) if we made changes to the current holiday schedule
- What are your overall priorities for making improvements at NCH during this bargaining process (represented staff only)

Fill in our survey here



Your input will be crucial in guiding our discussions around holidays at NCH. Please take a few minutes and complete the survey by Wednesday, February 2. If you have any questions, please reach out to a member of the bargaining team.

1199nw.org/3KWylpR



“The union and NCH Leadership have created a genuine partnership which has allowed for meaningful and creative problem solving and mutual respect. In order to best represent all of our coworkers, we created a survey to gather critical input during active bargaining. The goal of this real time data gathering from our coworkers is to make sure every voice is heard and represented in our contract. Together, our voices are stronger and ensure better equity and inclusion of our diverse workforce driving us closer to workplace justice for all. “

- **Elisa Apostle, NP, CC**

As we continue with the Interest Based Bargaining Process, our labor-management partnership is strengthening, our skills and efficiency around the process are growing, and we are collaborating on creative solutions that will benefit all of us, our patients, and our communities.

We have made significant progress around these topics:

- Advocacy Days - How can we ensure sustainable and consistent funding and resources to NCH from state and local legislators?
- Pay on Promotion - How can we work together to define relevant criteria and how it is applied to compensation upon hire, within growth opportunities and/or promotion for staff at NCH?
- Training Pay - How do we ensure staff feel supported and valued when they are training their peers?
- Bilingual Premium- How can we ensure that all bilingual employees are valued for their language skills?
- Holidays- How can we broaden how we redefine the holiday policy to be more culturally inclusive?

Currently, we have reached agreement on the following issues:

- 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.
- Credit for past experience.





“These last several months of IBB bargaining have been so productive in terms of moving forward important work that will impact our staff and patients. It has also been productive in terms of the opportunity to build trusting relationships and a strong foundation for the work, challenges, and achievements that lay ahead of us. I’m so grateful to all involved who have dedicated immense time, energy and thoughtfulness to this important work together.”

- **Cora Weed, Interim Chief Operating Officer**



“The use of Interest Based Bargaining has been a fascinating and rewarding experience. Our bargaining conversations are both exhausting and exhilarating. It doesn’t feel like we are negotiating a contract in this process, rather it feels like we are working together to create a contract that serves all of Neighborcare. I have seen the benefits of this process carry over into my day-to-day interactions with SEIU and union delegates. The level of trust and partnership that we are developing is unique and rare in labor-management relationships.”

- **Chip Weatherbee, Sr. Labor Relations Specialist**

One very important discussion that we are having is how to have a better, more equitable structure around bargaining time in future negotiations that is both sustainable and supportive of the valuable work we are doing on behalf of Neighborcare. Right now, the team is having to work full time and squeeze bargaining sessions in around our work and patient care, which means bargaining is taking longer. We are often bargaining in the evenings and on the weekends. When we do bargain during clinic hours, the union team either has to flex their time, and if we are unable to flex, we have to use our PTO or go unpaid. Because we are in the middle of yet another COVID surge, PTO is scarce and there are a few people on the union team that could use some additional support from all of you to help ensure that we can continue to bargain as a full team.



“I am proud to be a part of the bargaining team to make NCH strong, not only for the frontline workers, but the organization as a whole—a place where we can feel supported and appreciated. Though bargaining has been tough in many aspects, we are striving to make a strong contract while implementing a better structure for bargaining with management. With the success that we are having, we are also experiencing the harsh reality that bargaining is not on paid time for the union team and we are having to use our own PTO, having to flex time or go unpaid if we are unable to flex. We are asking that if you are able, to please donate PTO so that bargaining for a better future does not mean the difference between groceries or rent for some of us on the bargaining team.”

- **Kristin Ortega, MA II, High Point**



“We have been bargaining for a year now to make things better for all of us at Neighborcare. The bargaining team is extremely committed to this process, but it’s time that we ask for a little help. In the process of bargaining, the union team has had to use our PTO, flex, or take the time unpaid if you can’t flex. In order to stay in this extremely important bargain, we are asking that those who can, to please donate PTO to the bargaining team. It will help keep us going, help keep us a whole team which is important especially as far as we have come.”

- **Ginger Hartzell, Med Clerk, Pac Tower**

In order to donate to the bargaining team, you must have 40 hours of PTO remaining in your bank; you can donate any amount of time in full hour increments, even one or two hours helps the team! Under IRS regulations, your PTO donation will be considered taxable income for you. PTO donations will be converted to a cash value at the donors regular rate of pay. Please fill out the form, go to the link or use the QR code to donate to the team today.

PTO Donation Form



1199nw.org/3GcAyPM

While we are making good progress, we still have some really important work to do and have bargaining sessions scheduled throughout April. We are hopeful that we will see the fruits of our labor in early spring and we look forward to bringing you all a collective bargaining agreement that reflects our partnership, creativity and vision of a Neighborcare where we all belong.

Union Team:

- Elisa Apostle, NP, CC
- Ginger Hartzell, Medical Records Coordinator, Pacific Tower
- 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

Management Team:

- Chip Weatherbee, Senior Labor Relations Specialist
- Janine Childs, Chief Financial Officer
- Cora Weed, Interim Chief Operating Officer