

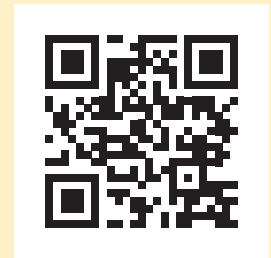


# When We Fight, We Win: One Time Experience Review

For years, many of us have been paid less than what we deserve because management did not count all of our years of experience when we were hired. Because of our unity in bargaining and all of the actions we took to win our contract, we won a one-time experience review.

**Access instructions  
to submit your  
experience review here**

The review window is April 1-30 with a response guaranteed by May 31. Any step corrections will be retro to April 1. Follow the steps in the link to have your experience reviewed. You will be asked to submit a resume and complete a survey (see below for UW’s resume requirements). Both steps must be completed by April 30.



<https://1199nw.org/3tVjo6t>

If you run into problems, first contact your manager and HR, and if you still need help, reach out to your union delegate or organizer.



“We fought relentlessly in bargaining this contract to fix the injustice that NWH committed by underpaying new hires and by undervaluing their employees’ years of experience. The case we made to UW was that when they acquired NWH, they bought the

assets, but they also assumed the liabilities. UW didn’t create this problem, but it is their responsibility to fix it. Through all of us being united together and taking action after action, we succeeded in getting UW to agree to a one-time work experience review for any employee who feels that they are not on the correct pay step, given their years of experience. This is your chance to get the pay you deserve.”

**- Judy Sohl, Union delegate, MA, The Sports Medicine Clinic**



“If you worked somewhere before coming to Northwest, you should have that experience reflected in your pay because you are not new to the job and don’t need to be trained. We realized that not all of the work experience was counted for many

of our members upon their hire date, so they are paid less than they should be. The language that we won will now make UW revisit the experience of our members who request it. People should follow the steps in the link and hopefully management does the right thing and corrects people’s pay.”

**- Ademola Adeyemo, Union delegate, CNA, Surgical**



# SIDE LETTER F – WORK EXPERIENCE REVIEW

The parties agree to the following regarding Work Experience Review:

Between April 1 and 30, 2022, employees who were hired on or before June 1, 2019, who believe they have been placed on the incorrect step based on their past work experience, will have a one-time opportunity to provide their information to leadership for review. Leadership will review their experience based on the criteria for credit for past experience and will place them at the correct step, as determined by the Employer, according to their past experience. Any increase will be effective back to the date the review request was submitted.

UPDATE: UW has made this review possible for all of us regardless of our hire date.

**Read the full contract here**



<https://1199nw.org/nwh>

## Resume requirements provided by UW

To ensure an accurate resume review by HR, please update your resume to include the following:

- List all relevant work experience, including the start and end date (month and year) for each job.
- For each job listed on your resume, include a description of the duties you performed in that role.
- List all post high-school degrees and the institution where received.
- Include relevant certifications.

**Our SEIU Healthcare 1199NW Multi-Employer Training and Education Fund is offering two resume writing workshops in April to help us best share our experience for this review. Join these online workshops and other Training Fund workshops**

**April 16**  
10am-11:30am  
**April 22**  
3pm-4:30pm

**SIGN UP HERE**



<https://1199nw.org/35zN670>

## Take action to grow our union

It's through all of us being united in our union and participating in collective action that we can win things like this. While the vast majority of us are contributing members of our union, there are some of us who are not either because of being new or needing encouragement from coworkers to join us in the fight. Use this link to sign your union membership card:



<http://1199nw.org/join>