



Joint Message from



SEIUHealthcare[®]
United for Quality Care

and

neighborcare health

WE VOTED YES ON A HISTORIC SECOND CONTRACT!

We had a very busy week of voting and are pleased to announce that the majority of us came out and unanimously voted YES to ratify our historic second contract!

Having a true partnership between labor and management was essential for the Interest-Based process to work.

True partnership means:

- ★ Management respects our voice, perspective, and expertise as a union because we are the frontline workers caring for our communities – management values our input when we are making decisions together
- ★ As partners, we trust the information we are sharing together, including financial information
- ★ Union and management are equals when we are coming to decisions
- ★ We work together to co-create the solutions we know will best serve our staff and community

“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.” - From our joint partnership statement



“Over the last 10 months of IBB, our bargaining team came together in an incredible way; we were goal-oriented, transparent, creative, and collaborative. This approach highlighted all that we have in common, and all of the different perspectives and experiences we bring to our work. Together, we developed a contract that highlights and honors diverse work experience, language skills, culturally relevant holidays, and training opportunities for our staff. At one moment in bargaining, our team reflected on an Adrienne-Maree

Brown quote: *“move at the speed of trust”*. While this process was a long one, it also allowed us both time and space to live our organizational service commitments in relationship with one another and come out on the other side with strong and trusting relationships that will help move our work forward together.” - **Cora Weed, Interim COO**

Through our partnership, we achieved an economic package that will help us recruit and retain.

Based on our bargaining survey a year ago, our coworkers identified that having a wage scale that credits us for past experiences and honors our longevity with the organization was a top priority.

Within one month after ratification, everyone will be placed on the wage scale at the closest step that is equal to or higher than their current wage.

Within one year of contract ratification, all represented employees will be evaluated, and the employer will create and implement a plan for placement on the correct wage step. Employees will advance to the next step on the wage scale on the first full pay period following the anniversary of their hire date into their current job.

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What our scale will look like: **22 year scale, 1.65% between steps with a ghost step at year 21 and .5% increase in step at year 22**



"I was a waitress, a fast-food employee, a telemarketer, a daycare provider, a cashier, a student. Today, I am a Medical Assistant and a union delegate and bargaining team member. I have worn many hats in my life, but none of them were more important than being an advocate for my coworkers, my second family, my home away from home. We have all had many roles over our careers that sometimes we feel like past experiences have no weight in where we want to be. Through our collaborative work with SEIU and Neighborcare, we have made it possible to make for our life experiences, our experiences in our various careers, our triumphs and failures, valued; a tangible value that lifts us up, one more step that leads us out of financial insecurity. This vital part of our contract, along with Neighborcare's core mission is what helps make a Good Standard organization. We're not just employees, we are the community and community health builds healthy communities. I am asking that you vote "yes" for this contract and be valued and financially credited for what you have already brought to the organization, yourself, and your experience. We are the hopes of those who came before us, the hearts that serve those who need us the most now and the voices for those who will come after." - **Kristin Ortega, MAI, Highpoint**

Date	Wage increase
January 1, 2023	1%
January 1, 2024	1%
January 1, 2025	1%

Through our partnership, we achieved a new Training Program and Training Pay Premium.

- ★ Better clarity for getting and giving training
- ★ NCH will work on a new training program to help ensure we are trained consistently throughout our roles
- ★ We will have the ability to be a potential trainer and receive a new premium of \$1/hour
- ★ We will have reduced workloads when we are performing training duties



"We feel strongly that our colleagues deserve to be compensated for the extra work that goes into training new employees, especially because trainers need to balance training with their own workload. We collaborated with management to brainstorm different solutions and their feasibility. Together we named our common interest – that quality training is critical for staff morale and our patient care – and bargained for an hourly premium for trainers. We are proud of our work and that all our hard-working trainers will now receive this training premium." - **Austin Bidman, RN, 45th**

SITE	ELIGIBLE LANGUAGES
All Sites	Spanish Somali Vietnamese
45th Street	Amharic Tigrinya Mandarin
Columbia City	Amharic
Georgetown Dental	Amharic
High Point	Khmer (Cambodian)
Lake City	Amharic Tigrinya Mandarin
Meridian	Tigrinya Amharic Mongolian
Pacific Tower Dental	Cantonese Mandarin
Pike Place	Mandarin Russian
Rainier Beach	Amharic
St. Vincent De Paul	Cantonese

Through our partnership, we expanded the accessibility of the bilingual premium.

- ★ Expansion of our bilingual premium to all represented staff
- ★ NCH will pay the cost of the first attempt at passing the assessment as well as one additional attempt, provided the employee submits a request to retest within ninety (90) days of the date of the first assessment.
- ★ Commitment that our Joint Labor Management Committee will help look at ways to increase accessibility as well as support around test preparedness.

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Through our partnership, we created a very exciting educational opportunity for Medical Assistants to advance their careers.



“One of the interests of our joint bargaining team was education advancement and career development, and I’m elated to say our team has met this goal. With this contract, we are accessing a much greater pool of resources through the SEIU Healthcare 1199NW Multi Employer Training Fund. Our NCH Medical Assistants will be able to access the SEIU Training Fund to further their education, develop their skills and/or their career in healthcare. This truly speaks to the mutual desire for a more equitable distribution of education resources across for the employees of Neighborcare Health.” - **Maureen Chomko, CDE, Rainier Beach**

MAs will now have access to the SEIU Healthcare 1199NW Multi-Employer Training Fund:

- ★ Career and education counseling
- ★ Academic support and workshops, as well as tutoring to help support MAs throughout their education
- ★ Funding for professional development, continuing education classes, professional memberships
- ★ Tuition assistance for healthcare-related degrees and certificate programs. Eligible MAs will receive up to \$3500 per year in tuition assistance which is paid up front to the program—you won’t have to wait to be reimbursed (amount is pro-rated by FTE).
- ★ Neighborcare will now have access to the MA Health Care Apprenticeship Program

Through our partnership, we achieved a new floating holiday.

- ★ We know that there is so much diversity and many different cultures represented at NCH
- ★ A new floating holiday will allow us to choose a day that is special to us
- ★ President’s Day will no longer be a holiday for us, but if we want to still take that day off if we can
- ★ These floating holiday requests will be approved and prioritized over other PTO requests-
 - ★ *A request to use your floating holiday Pay must be submitted by January 2 for Quarters 1 & 2 of the year and July 1 for Quarters 3 & 4 of the year*
- ★ If you don’t use the time within the calendar year, it will be converted to 8 hours of PTO the following year

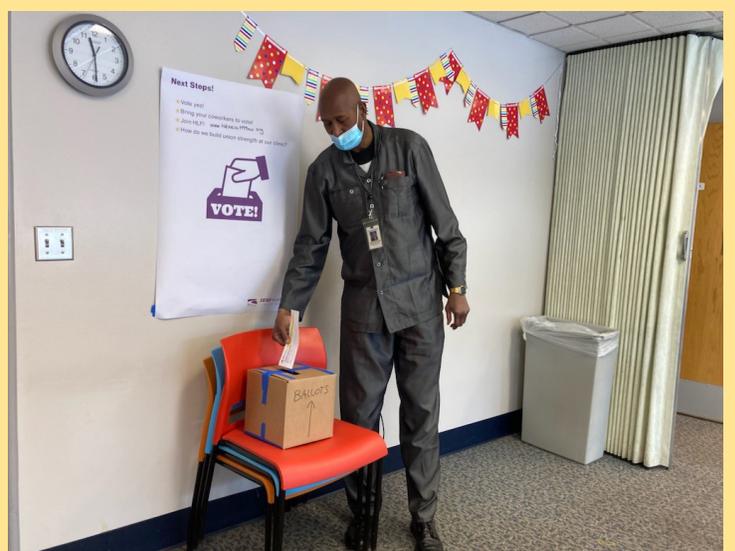
Through our partnership, we achieved greater transparency and commitment to our overall Labor-Management Partnership.

- ★ Greater transparency around healthcare at the Joint Labor-Management Committee level
- ★ Joint work around advocating for NCH and our patients in the political arena
- ★ Continuing to build on our racial justice, equity and inclusion work



“It has been an honor to be on our Joint Labor-Management Committee, where we have been working on implementing our organizational equity and inclusion contract language. The intimacy of the small group meetings created a safe space and allowed union members and leadership to be vulnerable with each other, which is a critical first step toward growth and successful racial justice work. These meetings have also demonstrated Neighborcare’s renewed commitment to becoming an anti-racist organization. I am eager for our union members to continue to work together with Neighborcare management on equity and inclusion initiatives that benefit our patients, staff, and community at large. That results in feeling like we fully belong at NCH.” - **Elisa Apostle, Nurse Practitioner, Columbia City**

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NEXT STEPS

Next Steps:

- 1. Your bargaining team will review the final version of the contract and get it signed**
- 2. We will begin implementation of our new contract**
- 3. We will reconvene our Joint Labor Management Committee**