



Joint Message from



SEIUHealthcare
United for Quality Care

and

neighborcare health

Together, We Move Neighborcare Forward

Our New Floating Holiday Goes Live This Year!



“Neighborcare staff are incredibly diverse, and this is an asset that deserves acknowledgment. For this reason, bargaining our last contract, our goal was to create a contract centered around equity and inclusion. One way we achieved this was by creating a floating holiday. This is a guaranteed and paid day that staff can use as time off to honor a culturally, ethnically, spiritually, or personally meaningful day. The ability for staff to spend time with family and friends during these events can help mitigate burnout while also creating a culture of belonging by demonstrating that each individual matters not just a select few.” - **Elisa Apostle, NP, Columbia City**

Requesting floating holidays

- Presidents Day is now a workday.
- All employee requests for time off utilizing Floating Holiday Pay will be guaranteed and prioritized over other PTO requests, provided that the process and request timeline is followed.
- Floating Holiday Pay will be the total hours that an employee is scheduled to work on their requested day and will not be pro-rated by FTE.
- Unused floating holidays will convert to eight (8) hours of PTO, pro-rated based on FTE, at the end of the year.
- Floating Holiday requests must be submitted a minimum of four months prior to the requested date in order to have guaranteed approval.
- Requests should be made by submitting a Time Off Request in UKG and selecting “Float Holiday” for the date requested.
- For holidays with dates that are not set in the calendar within this timeline or 4 months in advance (for example: Eid), staff should inform management as early as possible of the holiday and general timeframe that it is expected to fall. Management will work directly with those staff members impacted and make every effort to accommodate these requests as soon as dates are known.

Update on Wage Increases

When we bargained our last contract, our union and Neighborcare worked hard to come together as partners, build trust and transparency, especially as we negotiated our wages and compensation. With a focus on equity, recruitment and retention, we did the best for everyone – keeping our commitment to help make Neighborcare vibrant while acknowledging the financial reality of our organization.

- Everyone received a **1% across the board increase** on our **January 6, 2023 paycheck**.
- Unless you are at the top of the wage scale, beginning in January 2023, on the first full pay period after your anniversary date **you will go up a step on the new wage scale**. Scan this QR for the 2023 wage scale: 1199nw.org/3Heoyjx



- We had previously communicated that we anticipated completing the Credit for Past Experience reviews for all staff by the end of 2022. Unfortunately, we failed to accurately estimate how long it would take to fully develop the criteria and job duties that would qualify as direct, indirect, or relevant experience for the numerous job classifications that we have at Neighborcare. As a result, we were unable to complete this process by the end of 2022. We have begun the process of reviewing past experience using the new criteria and are completing these reviews in six phases, starting with the lowest paid job classifications. The first phase was completed in December with staff receiving any associated pay increases on their December 23, 2022 paycheck. Phase two is currently underway and should be completed shortly. With the completion of phase two, over 50% of union staff will have been reviewed. Once phase two is completed, we will move on to phase three. **Staff will receive an email with instructions and the Credit for Past Experience form when we reach their phase** and it is time for their experience to be reviewed.

“I am grateful to the union and to our bargaining team because I wouldn’t have gotten the pay increase that I

deserved when HR reviewed my credit for past experience. I am so happy, there are no words in English to describe how I feel about the pay raise that I got. I now feel like Neighborcare is appreciating the work that I did in the past, and the work that I continue to do for my community.” - **Paula Kao, PSR, High Point**



Moving Our Partnership Forward Through Our Joint Labor Management Committee

The Joint Labor Management Committee is the primary way that our union and Neighborcare come together outside of the bargaining process to work on issues impacting us at the clinic and organizational level. The committee centers racial justice, equity and inclusion practices while working to assist with staffing issues and provide communication and information on organizational changes and initiatives to bargaining unit members. In February, we will participate in our first facilitated planning session to begin to develop an annual work plan for the committee.



"I am excited to serve as the union co-chair of our Joint Labor Management Committee. We have a whole lot on our plate this year to implement the work outlined in our second contract. I'm eager to continue to strengthen our partnership with management. Our very first project as a committee is to collaborate on rolling out the Credit for Past Experience review which is currently underway. The ongoing purpose of the committee is to serve as a platform to lift up and amplify workers' concerns when they occur, so management and the union can work together towards creative and equitable solutions. I'm looking forward to our future work in making our contract a vital benefit to each and every one of us! Please feel empowered to reach out to me or any of your delegates with any workplace issues or concerns you might have. We're all stronger when we work together!" - **Hayley Nicholas, RN, HHOT**

Committee Members

Union Team

- Hayley Nicholas- Co-Chair, RN, HHOT
- Elisa Apostle, NP, CC
- Kristen Ortega, MA, HP
- Maureen Chomko, Diabetes Educator
- Jodee Bihl, MAII, HHOT
- Valentina Warner, MD, RB

Management Team

- Chip Weatherbee, Co-Chair, Senior Labor Relations Specialist
- Irwin Batara, Interim Chief People and Equity Officer
- Cora Weed, Interim Chief Operating Officer
- Stephanie Furtado, Director Clinical Operations
- Joanna den Haan, Director Homeless and Clinical Operations
- Emilie Powell, Director Clinical Operations

HOW TO GET INVOLVED IN THE UNION! - Calling all co-workers!

It takes all of us to build a strong union and we need to hear from you and grow our union leadership team! Join us to discuss the new gains in our second union contract, what we're up to as a union, and how things are going at your clinic and across our jobs at Neighborcare.

Please visit us for a special zoom meeting on Saturday, February 11

If you are a ♦ Physician/Physician Locum ♦ Physician Assistant/PA Locum ♦ ARNP ♦ Psychologist ♦ BHC ♦ Social Worker ♦ Diabetes Educator, join us at 10:30am - 12pm

RSVP here: 1199nw.org/3HqjN7H



If you are a Dental Assistant or Dental Hygienist, join us at 12pm - 1:30pm

RSVP here: 1199nw.org/3Wvpndr



Don't see your job title listed? We will be hosting a meeting for your job class very soon, so stay tuned for more details.

Building Power and Partnership through Advocacy

As a union, we are a voice for safe, quality care; we advocate for our patients both at the bargaining table and in Olympia and Washington D.C. It's important to help elect political leaders who will stand with us and ensure our issues at Neighborcare are heard and we get the appropriate funding to provide critical services to our communities. When we help elect healthcare champions, we can make an important collective impact on raising standards for our patients and our communities.

The union and Neighborcare have a shared interest in partnering together for the financial stability of Neighborcare Health. We are excited that the Joint Labor Management Committee will work together to identify additional potential resources for Neighborcare in our annual strategizing and planning including public and political arenas and organizations.

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This year, we went to Olympia for our annual Lobby Day and were able to connect with senators and legislators from across Washington state. We shared our workplace stories and concerns and asked them to support our key legislative priorities.



“It was gratifying to meet with lawmakers and speak our truth of our lived experience of the health care crisis. We advocated for minimum hospital staffing legislation, increased funding for behavioral health and affordable and accessible housing. It felt good to be with our 1199 family to organize and speak up for a better health care system.” - **Valentina Warner, MD, RB** and **Elisa Apostle, NP, CC**

