

Joint Message from



and



Update on Credit for Past Experience Review

During our last contract negotiations, our bargaining team centered racial justice, equity and inclusion throughout all of our conversations and decisions. Previously, employees were only credited for their direct work experience when they were hired at Neighborcare. This meant that other important work and life history were potentially not accounted for. During bargaining, the team worked hard to honor the diversity of experience that staff bring to Neighborcare by creating new standards for how staff are compensated for their full work history.

Work experience is being conducted in phases beginning with the lowest paid job classifications. There are six phases and the first three phases have been completed, which cover all job classes through pay grade 10. Phase four covers jobs in pay grades 11 through 14 and is currently being reviewed. Phase four should be completed in early April and once that is complete, we will move to phase five, covering pay grades 15 and 16 and then to phase six covering grades 17 and 18.

With phase three completed, almost 75% of represented employees have had the opportunity to have their work history evaluated. The average wage increases for staff who have had their experience reviewed is 4.3%.

Everyone has the right to have their full work history reviewed and credited appropriately. If your phase has been completed or is in progress and you haven't filled out the form, it's not too late. Even if you think your previous experience will not count, please submit it!

Everyone has the right to a transparent process. If you do not understand the math or rationale behind the scores on the form, please reach out for support! ←

- ★ JLMC Union Co-chair and delegate, Hayley Nicholas: MahaliaN@neighborcare.org
- ★ JLMC Management Co-chair, Chip Weatherbee: Chipw@neighborcare.org
- ★ Everyone has the right to file an appeal if you do not agree with the decision. To file an appeal, email Irwin Batara: IrwinB@neighborcare.org

Scan to
download
the form



1199nw.org/3Flum4K

Completed forms should be emailed to Chipw@neighborcare.org

"I continue to be humbled by the work our union and bargaining team are doing to create a more equitable workplace at Neighborcare. As a result, the recent credit for past experience review that HR performed was my first pay raise that has made a significant impact on my salary in my career as a Registered Dietician. While I feel grateful to work alongside the amazing teams throughout NCH daily, I now feel that gratitude reflected in my paycheck."

- Mary Arnold, Dietitian and Diabetes Educator, CC



Get Connected with Your Union Delegates

Delegates are your union leaders throughout the clinics and are the foundation of support for represented staff. You should reach out to a delegate for:

- ★ Workplace concerns or questions, including any safety or staffing concerns
- ★ Questions about your union contract and/or your wages and benefits
- ★ Support going into a meeting with your manager that could result in disciplinary action
- ★ More information about our union and why we have one
- ★ More information about how to build and strengthen our union

Your Neighborcare Union Delegate Team

Bianca Fuentes, PSR, Pac Tower

Chris Lewis, PSR, 45th

Elisa Apostle, NP, CC

Emily Kimble, NP, 45th

Ginger Hartzell, MRC, Pac Tower

Hayley Nicholas, RN, HHOT

Kristin Kurvink, MAII, 45th

Kristin Ortega, MA, HP

Lola Ulvog, RN, CC

Maureen Chomko, Diabetes Educator/Nutritionist, RB

Renee Hopkins, DA, RB

Valentina Warner, MD, RB

Meet Your Brand-New Delegates



“As a new delegate, I am excited to support and advocate for Pacific Tower Dental by demonstrating that we can have unity and power through our voices.” - **Bianca Fuentes, PSR, Pac Tower**



“I am most excited about getting involved in the union to help represent my coworkers, to make sure people are treated fairly, to help ensure that everyone’s unique set of life circumstances are considered and respected, that our safety is centered, and that no one is targeted.” - **Chris Lewis, PSR, 45th St**



“At the delegate training I was reminded of the rich history of SEIU and the sacrifices and strength of organized labor. I am proud and humbled to represent the diverse team at Columbia City and Neighborcare Health- such a wonderful, skilled, hardworking, and dedicated group of individuals. I look forward to learning, listening, and working towards a more just and equitable workplace so we can better serve our community.”

- **Lola Ulvog, RN, CC**



“I am motivated to serve as a delegate at 45th St to support our staff and better serve our patients. Having a team of delegates at our clinic is essential because it takes all of us to have a strong union. It’s important that our workplace concerns are addressed and staff feel supported —this will increase our job satisfaction! I love my job and I want everyone to love their job also! We are a family, not just at 45th, but all of Neighborcare and SEIU 1199NW! Being able to advocate for the staff is a privilege and I can’t wait to serve!” - **Kristin Kurvink, MA II, 45th St**



“Healthcare takes a whole team to provide care. I am proud that we are a union for all healthcare workers, and not just a nurses union or a service union. When we are in one union, we are stronger together and we can bring greater equity to our industry. I am motivated to see how we can work for changes that support staff satisfaction and longevity.” - **Emily Kimble, NP, 45th St**



Are you a Medical Assistant and thinking about furthering your career or want educational growth? Connect with the Multi-Employer Training Fund Today!

Here are some of the many resources available to MAs:

- ★ Tuition Assistance - up to \$3,500 a year
- ★ Career and Education Counseling
- ★ ESL classes and laptop lending
- ★ Tutoring (in-person and online)
- ★ Free unlimited CEUs Professional Development funding for:
 - ★ CEU-related courses, books, materials
 - ★ Cert exam costs & prep materials
 - ★ Professional membership fees

Visit healthcareerfund.org to learn more!

To get in touch with your direct liaison, contact Elena Bernardi at: ebernardi@healthcareerfund.org or (425) 919-6026.

Calling All Medical Providers!

If you are a Physician/Physician Locum, PA/PA Locum or ARNP, please join us for a special zoom meeting on Sunday, April 30 at 9:30 to build off of the conversation we started at our February meeting. This will be a chance to deepen the discussion on our workplace concerns and how we can creatively and collectively address them.



1199nw.org/3FKehvi