



We Stood Together and Reached Two Tentative Agreements!



Our bargaining team has been hard at work looking at proposals and weighing what is best for us. In the first two bargaining sessions, we came to an agreement with management on two of the items included in the wage reopener: hire-in rates and credit for degrees.

Hire-In Rates

Our unity has won us a brand-new contract standard! KVH has agreed to give credit on a year-for-year basis for continuous, recent, applicable and verifiable job experience. Before, our contract gave year to year credit for nurses and 3:1 credit for other job classes. Our new agreement paves the way for a much stronger contract.

On top of this, management has also agreed to reassess all current employees' experience so that they can be given proper credit. Be on the lookout for more details on this process.

“With this new contract standard and management’s commitment to auditing our current employees, we will all be given credit for the experience we bring to KVH. The bargaining team is happy that everyone will be credited equally for the work experience that applies to their jobs. Contact a delegate organizer if you need help with the transition process!”

- Nicole West, RN, ER



If you need help at any point during the transition process, please contact a delegate or organizer. We want every member to be placed at the step they have experience for!

Recognition of Degrees

Our members deserve credit for the higher education they bring to their jobs. We bargained with management and reached an agreement on hourly premiums that recognize degrees that do not directly apply to our jobs.

“Even if it is not a requirement for your job, having a degree brings value to KVH! Management has agreed to recognize that value. I hope that this will also help with recruitment of community members to work here at KVH.” - **Elizabeth King, MA**



What comes next?

With two of our three areas of negotiation complete, we only have wage scale steps left to bargain. We have made some progress, but we want to ensure big wins in the next part of bargaining. In our next sessions with management, we will be focused specifically on wage scales and fighting for the best possible outcome for our members!

The next bargaining days are scheduled for:



Sign a membership card today if you have not already! The more of us become union members, the more solidarity we build, and the more power we bring to the table with management. Every member counts in building our collective power.



joinseiu1199nw.org

Our union is moving to a new office building!

This month, we will be moving from our current Renton office to a new building in Kent. Please update your records accordingly!

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