

Our Unity Won!

We Ratified our First Contract

Two years ago, we came together and formed our union to have a voice in staffing, safety, and our working conditions. Over the past year we have remained united for better care at Wellfound. We did it, we are a union, and now we overwhelmingly approved our new contract with a 97% YES vote!

What we won!

A New Labor Management Relationship

- ★ A monthly labor-management committee where frontline workers and management can freely exchange information and ideas
- ★ A 3-year contract with a grievance process to address unfair disciplines, terminations, or violations of our contract without fear of retaliation
- ★ A union shop where we all contribute to building the strongest union possible
- ★ Strong non-discrimination language that protects our identities, who we are, from being targeted by management.

Wages to Recruit and Retain

- ★ WELLFOUND'S FIRST EVER WAGE SCALE!
A scale with steps every year for 25 years that rewards our experience
- ★ Guaranteed raises every year of our contract. A 2% across-the-board increase effective September 15, 2023 and again in September 2024 and 2025. When combined with our 2.5% step increase each year on our anniversary, that's a 4.5% wage increase for most members.
- ★ All members who had an anniversary between November 11 and September 15 will see their step increase on September 15
- ★ An audit to ensure we are on the right step, and that all of our experience is counted! Make sure you ask for an audit by October 23 if you think your step is incorrect.

Safety

- ★ Enforceable safety language!
- ★ Six union representatives on our safety committee

Staffing

- ★ A staffing committee for nurses and EVERYONE else – we'll represent all job titles to ensure we all have a voice in staffing
- ★ Guaranteed 10 hour rest between shifts or time and a half for up to 10 hours
- ★ Enforceable lunch and rest periods



"I'm proud of the contract we won. We won increases in wages and protected our benefits. We also have rights as workers! Management can't pull all of the things they use

to pull. No more walking us off the floor without a reason. No more sudden changes to our payroll. Now we have a contract and protections of our union." - **Leonora Ellis, MHT**



"This journey began as just a thought, when we wanted to be able to hold management accountable and protect our coworkers. We've been working hard all of these months to get us

to this point! Now we have a real agreement that management has to stick to! I can't wait to begin to use our contract to make Wellfound a better place! This is very exciting." - **Laurel Titland, RN**

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Our Unity is How We Win!

We won a great contract by taking action throughout the year to show management that we were united and ready to stand up for a fair contract.

We:

- ♥ Wore stickers, held signs and put on car magnets
- ♥ Shared our stories on the need for safety and staffing at bargaining and in story cards
- ♥ Shared our stories on social media
- ♥ Shared our community support petition and involved our friends and family
- ♥ Held a Community Vigil for Safety and Staffing in front of Wellfound
- ♥ Signed petitions for staffing
- ♥ Gained support from elected leaders and delivered our letter of support



Next steps

1 Sign your membership card – we're stronger together.



joinseiu1199nw.org

2 Nominate a co-worker to join a union committee: Safety, Staffing, Labor Management

NOMINATION



3 Stay in the loop!
Join our secure Facebook page



[1199nw.org/3qhltdY](https://www.facebook.com/1199nw.org/3qhltdY)