



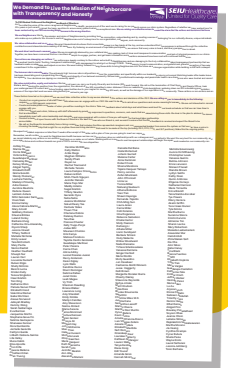
We demonstrated our unity and delivered our demands! **Calling on management to lead with transparency and honesty**

We formed our union at Neighborcare in 2018 because our former CEO started to make top-down decisions without frontline caregiver input that led to negative consequences for us and our patients. We organized our union because we wanted to have a voice in our workplace. We wanted transparency around how financial, staffing and policy decisions were happening, and we wanted to center racial justice, equity, and inclusion in all of our policies and practices.

After forming our union, we negotiated two collective bargaining agreements and repaired our broken labor/management relationship by centering racial justice and committing to a transparent and collaborative relationship with each other. Unfortunately, our collaborative relationship with senior leadership has been jeopardized because of the significant actions and decisions that our CEO and Board are making. We're also seeing extreme turnover of important leaders, creating instability throughout our organization.

We Took Action Together

As a union, we have been raising concerns and have attempted to engage with our CEO but have been ignored. That's why a supermajority of us signed a petition raising our collective voices to sound the alarm that the actions and decisions carried out by our CEO and Board are moving Neighborcare in the wrong direction.



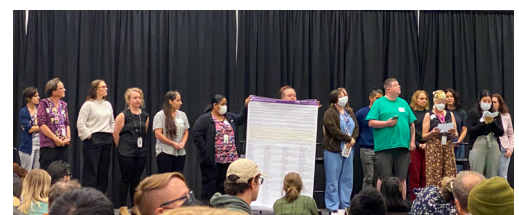
We stood together at our all-staff meeting to deliver our demands:

“As our board and our senior leadership, we want to know you. And as our leaders, you need to know us - and how we and our patients are impacted by Neighborcare policies. We, the union workers, are tired of being ignored - so we are using this opportunity for our voices to be heard. We are here to share a letter with Mr. Collins and the Board. It is signed by a super majority of our diverse union colleagues. The letter has feedback on the negative impact of the recent senior leadership decisions on all of us at Neighborcare, as well as actions that senior leadership needs to take to heal and mend our labor management relationship. We invite our Board of Directors and our CEO Rashad Collins to live the Neighborcare service commitments and mission for both the workers and the patients at Neighborcare.” - **Valentina Warner, RB MD**



We are calling on the CEO and Board to immediately do the following:

- ✦ Conduct an ongoing series of all-staff Town Halls where we can engage with our CEO. We want to be able to ask all our questions and receive meaningful answers. We are not interested in canned responses or FAQ/generic responses.
- ✦ Create and make public a calendar of when you will be rounding in the clinics. Take our feedback about what days and what times work best for our break schedule so that we can have time to engage with you.
- ✦ After rounding at each clinic, follow up with staff afterwards by providing responses to questions, concerns, and needs that are raised during these visits. Be clear in the plan to address the issues that are identified.
- ✦ Immediately meet with union leadership and delegates and come prepared with a vision of how you will repair the fractured labor partnership.
- ✦ Conduct a series of open forums with the Board of Directors. We want to know who our Board is, and we want to ensure that frontline feedback is received and expect the Board to be accountable.
- ✦ We call on the Board to immediately form a hiring committee that includes frontline represented caregivers and non-represented leaders from across the system so that we can have a voice in choosing the leadership that is right for us, anytime there are hiring decisions that need to be made at the top (including CEO, CFO, COO, and SLT positions). Make this the ongoing policy.



“We’ve come to Rashad, we’ve come to the Board, we’ve come to Senior Leadership and asked them to be in partnership with us, asked them to be in dialogue with us and discuss our concerns—we’ve gotten zero response. Delivering this supermajority petition is a show of power and unity demanding that our CEO and Board engage with us and hear us.” - **Elisa Apostle, CC NP**



“We are doing the right thing by standing up with each other and standing behind our leaders who stood up before us.” - **Lola Ulvog, CC RN**

“I am planning on and want to stay at Neighborcare for a long time. But if senior management continues to operate the way they have been this past year, a future here is hard to envision. That’s why it’s important we are delivering this petition.” - **Alex Mar, Meridian NP**



“We want to make our CEO accountable for the things that are happening. It’s simple really—we want to meet and know our CEO and have transparency around the decisions that are being made.” - **Wayne Endo, Meridian DH**

“When I got up to speak my whole body was shaking, but my mind was calm because I knew that what I was saying is so important and everyone needed to hear our message. The moment that everyone started cheering, it made me so proud of who we are and what we do as a union.” - **Bianca Fuentes, Pac Tower PSR**



“I was nervous the whole time but hearing the crowd’s reaction to our message validated everything.” - **Chris Lewis, 45th St. PSR**

“It was so exciting and powerful to stand in solidarity on stage with everyone. The reaction from our coworkers was electrifying. This was truly magical and I am proud to be part of a positive change.” - **Rachel Townsend, HP Spanish Interpreter**



“Delivering this petition is about accountability. I started at Neighborcare almost three years ago, and at that time learned about the era our organization was attempting to move away from. It is disturbing that we are going backwards under our current senior leadership.” - **Marit Knutson, LC NP**

“It was so rewarding to be part of this action, especially after hearing SLT talk. It gave me extra reassurance that we are doing the right thing. I caught myself shaking my head at times when they were talking, talking at us about continuing to provide bi-directional communication which they haven’t done since coming into their leadership positions. I’m so happy that we took an actionable step as a union to hold senior leadership accountable. Hearing and seeing all my coworkers supporting us on stage made it worth it.” - **Hannah McArthur, LC/Pac Tower RN**



Our Joint Labor/Management Committee meets monthly to discuss problems and resolve issues. If you have a concern or issue, contact one of your delegates.

Joint Labor/Management Committee Delegates

- ★ **Valentina Warner, RB MD**
- ★ **Maureen Chomko, RB RD/Diabetes Educator**
- ★ **Elisa Apostle, CC NP**
- ★ **Bianca Fuentes, Pac Tower PSR**
- ★ **Kristin Krivink, 45th St. MAIL**
- ★ **Hayley Nicholas, HHOT RN**