

Joint Message from



and  neighborcare health.

TOGETHER, WE MOVE NEIGHBORCARE FORWARD

JOINT SOLUTION-BARGAINING OVER THE INCREASED SEATTLE MINIMUM WAGE

Having a union ensures that when there are important changes to our working conditions, we have delegates, our elected frontline union representatives, there to help inform decisions with management. When the Seattle minimum wage increased at the beginning of the year, several of our coworkers were affected and we partnered with management to bargain the impact of the change.

OUR VALUES AND APPROACH

- The bargaining team used a collaborative approach — we shared a lot of ideas and data and had several bargaining sessions where we exchanged proposals.
- The team was careful to acknowledge and minimize wage compression, which meant balancing lifting the wage scales and avoiding creating inequity across our members' years of experience.
- The team prioritized the organization's financial reality and agreed to a solution with several phases over the course of this year.
- Considerations regarding additional wage opportunities for staff were positively incorporated into the discussions.

DETAILS OF THE AGREEMENT

Phase 1:

- Pay grade 1 is now eliminated; all job classes and employees currently on pay grade 1 will move to pay grade 2 at their current step. All steps in grades 2 and 3 that are below the \$19.97 minimum wage up will be condensed: grade 2 steps 0-3, grade 3 steps 0-1
- All hourly pay adjustments and any applicable retro payments will be included in the April 26th paycheck. HR will be sending individualized emails to anyone impacted with a breakdown of your pay adjustments.

Phase 2:

- We have prioritized the top represented roles for analysis of market competitiveness: RN, MA/DA, PSR/CCR, Medical Interpreter. These roles will be prioritized for a salary review in 2024.
- Neighborcare will conduct a compensation analysis for high priority roles throughout 2024.
- The determination and implementation of adjustments for select prioritized roles will occur throughout 2024 based on Neighborcare's financial health and feasibility.

Phase 3:

- 1199NW and Neighborcare will agree to bargain in good faith over additional market adjustments during full contract negotiations in the Fall of 2024.



"I appreciate both sides reflecting, listening and coming up with solutions that benefit all of us. I'm hopeful that this type of collaboration will continue in bargaining next year so we can ensure everyone is paid a fair wage for our region!"

- Rachel Townsend,
Spanish Interpreter, HP

"Everyone involved stayed so levelheaded throughout this process and I'm elated that we got to this resolution. We showed management many wage disparities in our community, and we have a shared goal to adjust staff wages throughout the year to keep up with the market while not overextending the organization."



- Kristin Kurvink, MA II, 45th St.

UPDATE ON OUR JOINT LABOR MANAGEMENT COMMITTEE

Each and every JLMC meeting this year has been jam packed and super productive so far. We've seen demands from the petition we signed fulfilled. Our CEO Rashad attended our January meeting to update us on the successes of our current Strategic Plan, PCC work and Community Engagement Plan. He outlined the planning process for the next three years of our Strategic Plan. Additional accomplishments include:

- Inclusion of additional represented staff seated on the strategic planning committees
- Represented staff participation in interview committees for SLT positions
- Regular JLMC updates and feedback on the new schedule of SLT rounding to clinics
- Regular updates regarding NCH's successful application to and implementation of Making Care Primary
- Monthly updates about current openings per job class and the Talent Acquisition process
- Additional awareness of and brainstorming opportunities on emerging problems
- Advocacy for staff impacting issues including:
 - Step increases and processing concerns
 - Water outages at clinics and need for policy creation



"It feels amazing to participate in the engagement that we asked for so strongly and recognize the progress across the organization that have been accomplished by working in relationship together. This committee is extremely important to ensure that we have a space to bring and solve problems across our clinics. If you have any questions or concerns, we'd love to hear from you!"

- Hayley Nicholas, HHOT RN and JLMC Union Co-Chair

OUR JOINT LABOR MANAGEMENT COMMITTEE MEMBERS:

Union:

- Hayley Nicholas, HHOT RN and Union Co-Chair
- Valentina Warner, MD RB
- Maureen Chomko, Diabetes Educator/Dietician RB
- Lola Ulvog, RN CC
- Rachel Townsend, Spanish Interpreter HP
- Kristin Kurvink, MA II 45th

Management:

- Melvin Jones, Interim Chief Human Resources Officer
- Charese Jones, Director, Homeless and Clinical Operations

MA APPRENTICESHIP PROGRAM

The Spring 2024 Apprentice program will start the week of April 22. Requisitions are being finalized and posted for participants to officially enroll in the program. There are currently 5 participants that are anticipated to enroll as MA apprentices. We are looking forward to supporting our coworkers on their journey to become certified medical assistants!



"The MA Apprenticeship program has been amazing. I received step by step help getting into the program. There are frequent check ins and support to be successful once you are in the program. You're paired with a mentor who helps you when you're on site. You are reimbursed up to \$500 for gas, scrubs, and school supplies. When you take the test, whatever you don't do well on generates a study program for you to improve. It's all very personalized to the person. I had no MA skills whatsoever and the program has given me everything I needed to feel comfortable and confident to become an MA. I would suggest it for anyone who's trying to get into this program and wants to become an MA."

- Lexi Young, MA Apprentice, HP