

WE RATIFIED OUR THIRD CONTRACT WITH AN OVERWHELMING MAJORITY YES VOTE!

We stood together for a strong contract at neighborcare, and our unity paid off. We led with our values and priorities from our bargaining surveys:

- Wages that recruit and retain and keep up with the Seattle market
- Full staffing of our clinics to help workers feel respected and valued for the work we do
- Improve the quality of care we're able to provide and uplift our mission by centering frontline workers' voices, concerns, and solutions

Our bargaining team stood strong against management's contract takeaways and their assertion that they were over budget and overstaffed, and secured a contract that achieves our key bargaining goals! We also participated at a record level this year, ensuring we were able to move management time and time again.

OUR ACTIONS MOVED MANAGEMENT

WE:

- ✓ Completed bargaining surveys!
- ✓ Made banners for May Day March in solidarity with immigrant workers!
- ✓ Attended unity breaks to get bargaining updates!
- ✓ We wore stickers!
- ✓ Wore Purple to show our unity!
- ✓ Dropped into our open bargaining sessions reminding management that all eyes are on them to settle a fair contract!
- ✓ Sent post cards to Rashad urging them not to delay bargaining!
- ✓ Mailed a giant pizza pie selfie poster to Board of Directors!




"Auto repairs, here I come! Seriously, this wage increase means that I have the ability to now take care of some important things that I have been putting off. Thank you to the bargaining team! I really appreciate the hard work they put in!" **-Darcy Anderson, PSR GT**



"This pay raise means that mommy doesn't need to skip dinner so her kids can eat! Thanks to the bargaining team for fighting for us." **-Qiana Berryman, PSR GT**



"With the skyrocketing cost of living in Seattle, this raise couldn't have come at a better time. I can breathe easier knowing that I can afford new tires on my car! Thank you for going to bat for us, Bargaining Team!" **-Abbie Pico, Eligibility Specialist**



"I am the oldest of 6 children and I am the breadwinner. My family financially relies on me. I also am going to college and am paying out of pocket for my education. This wage increase is very meaningful and will help me and my family. I am so thankful to our union and the Bargaining Team." **-Ruman Abdi, MA RB**

WHAT WE WON: WAGES

- We will have a new 15-step wage scale that allows people to reach their highest earning potential several years faster
 - People will be moved to their new place on the wage scale and any increases will be back dated to June 2, 2025 (you'll get a check for retro pay!)
 - There is a minimum increase for everyone of 1.65% but the vast majority of people will be seeing 9-32% increases in year 1 alone
- We maintained our contract standard of 1.65% step increases on your anniversary
- We won a new top step bonus for people on the top step of the wage scale! On the anniversary of their hire date, they will receive a 2% bonus check

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→(continued) **What we won: Wages**

- In addition to people’s top step bonus/step increase, we also won an annual cost of living adjustments for everyone
 - Year 2 - June 2026, 2% for everyone
 - Year 3 - June 2027, 1% for everyone + wage reopener
 - 2027 Wage Reopener: if the organizational changes are resulting in improved revenue we can fight to increase this percentage!
- A commitment not to compress our wage scale if the Seattle minimum wage goes up drastically again. Our wage scales will maintain 15 steps with 1.65% increases across steps!

QUALITY CARE AND STAFFING

- Our new wage scale includes 2 step increases in year 1 of employment for entry level workers (grades 1-6). This will help increase recruitment and retention where we’ve seen the most turnover
- We won a new committee for providers to brainstorm solutions to cross coverage of in-basket work that includes a \$55,000 budget to be allocated as the committee sees fit
- If turnover in a job classes reaches 30% in calendar year then the parties will come together to discuss ways to address turnover

UNION SECURITY AND PROTECTIONS

- ✓ Ensure our delegates can attend New Employee Orientation and welcome new staff to the union and be paid for travel time to/from Pac Tower
- ✓ Expand Joint Labor Management Committee from 8 to 9 for increased participation across jobs/clinics
- ✓ Maintained our contract standard for JLMC facilitated trainings twice annually to work on our labor-management relationship
- ✓ First ever commitment to pay a portion of lost hours for bargaining team members in the next round of negotiations
- ✓ Timely resolution of payroll errors within 4 business days
- ✓ Management committed to conducting a Credit for Past Experience audit by December 31, 2025 for employees hired after March of 2023.
- ✓ Clarified the ability to rescind resignation within 7 calendar days
- ✓ 60 days notice if NCH intends to sell the organization

BENEFITS

- ✓ Clarification that regular rate of pay includes all applicable premiums (i.e.: weekend, bilingual, etc.)
- ✓ We won the ability to donate PTO to coworkers who’ve run out of hours
- ✓ New hires will have early access to 24 hours of PTO before they have accrued it so they don’t have to make the difficult decision between being sick and showing up for work
- ✓ We shifted the accrual rate so new hires at NCH accrue at a higher rate 1 year sooner

0 – 24 months	5.81 hours	151 hours
25 – 60 months	7.31 hours	190 hours
61 months – and thereafter	8.31 hours	216 hours

NEXT STEPS!

- Management and the bargaining team will work to revise our contract to include all of these changes over the next few months
- Stay tuned for paper and PDF versions of our new contract when that work is finalized!
- Talk to your bargaining team member or organizer with any additional clarifying questions

WORKERS OVER BILLIONAIRES

ALONGSIDE MLK LABOR AND OUR KING COUNTY UNION SIBLINGS, WE’RE STANDING UP FOR OUR FAMILIES AND AGAINST CORPORATE GREED ON LABOR DAY IN SEATTLE. WE’RE COMING TOGETHER FOR A DAY OF RESISTANCE TO CELEBRATE OUR LABOR MOVEMENT AND STAND UP TO CUTS TO MEDICAID, GREEDY BILLIONAIRES, AND CORPORATIONS LIKE PALANTIR.

JOIN US! WE WILL HAVE HOT DOGS, ICE CREAM, AND KID’S ACTIVITIES! 🍷

SEPTEMBER 1 | 11AM-1PM | CASCADE PLAYGROUND PARK – 333 PONTIUS AVE. N SEATTLE

WHO’S PALANTIR? THEY ARE A DATA-MINING AND ANALYSIS FIRM CO-FOUNDED BY TECH BILLIONAIRE PETER THIEL. THIS COMPANY USES AI TECHNOLOGY TO SUPPORT ISRAEL’S GENOCIDE IN GAZA AND THE MASS DEPORTATIONS IN THE US.