

MEMBERS VOTED **YES** TO RATIFY OUR NEW CONTRACT BY AN OVERWHELMING MAJORITY!

In these uncertain times for FQHCs, having a strong union is more important than ever. Our team has fought hard to secure an agreement that meets the needs of our members and provides stability to clinic workers and patients here at CHC.



“Being a first-time bargaining team member, I’ve learned so much from my coworkers and our union about what it takes to win a fair contract. Management heard those of us on the bargaining team and the needs and actions of our coworkers and met us in the middle.”

-Tiffanie Gibson, Lakewood Dental, PSR

OUR NEW CONTRACT INCLUDES SIGNIFICANT WINS ON OUR BIGGEST PRIORITIES:

- Wages that recruit and retain
- More equitable and transparent discipline process
- Improved benefits and protections
- A greater voice in changes and decision making

These were the priorities drafted by our bargaining team and voted on by membership; they guided our team through the decision-making process in negotiations.

JUSTICE ON THE JOB

Respect and protection from unfair discipline was ranked as a high priority according to our bargaining survey. Management has a responsibility to implement rules and policies equitably across the board. Our new agreement includes:



- Defines a system for progressive discipline that is transparent and fair
- A new grace period policy that encourages people to clock in at their scheduled start time, but is clear and does not penalize employees automatically for being 1-5 minutes early or late
- An equitable policy to ensure prior disciplines expire and are removed from employee’s personnel filed after 9-months so prior mistakes don’t linger over employees unnecessarily
- Discipline no longer is a limiting factor for transfer to a different clinic or job

“This is my third contract and it was definitely the toughest one to date. I wanted to be sure our contract was clear and that managers couldn’t change the rules. We should give ourselves a tap on the shoulder, because we put in the work and tried our damned best to bring our expertise and we all came together to win this contract!” **-Dorothy Challenger, Spanaway, Dental Assistant Lead**



QUALITY BENEFITS PROGRAM AND MAINTENANCE OF BENEFITS!

Over the last few years, CHC has made unilateral changes to our healthcare premiums and retirement benefits that lower our standards. We have fought hard to maintain what we have and win improvements to make sure that that staff continue to want to work at FQHCs!

- **Medical**
 - o Maintained current cost structure for medical and dental
 - o Ensured that if future rate changes necessitate switching carriers, our members will have sufficient notice to make important health decisions for us and our families
- **Retirement**
 - o Management can no longer make unilateral changes to our retirement benefits for the life of this contract
 - o A one-time lump sum of \$500 to be distributed into member’s retirement accounts on December 1, 2026
- **Time off**
 - o We clarified language on vacation scheduling process so that more people can take time off during the peak holiday season with advanced notice
 - o Codified the ability to rollover/cash out unused time off
 - o Increased total number of hours employees can bank without losing
 - o A one-time lump sum of \$500 to be distributed into member’s retirement accounts on December 1, 2026



“I am proud that we held the line on the issues that mattered to us. The win on retirement rights a significant wrong from two years ago and we couldn’t have won this without everyone standing together.” **-Travis Stein, LPN, Hilltop Prompt Care**

WAGES

We won a 3 year agreement with meaningful market rate adjustments and cost of living adjustments that keeps up with the anticipated rate of inflation and ensures people get recognition for continuing to serve the patients at CHC!

- Pay adjustments will be retroactive to December 1! (Members can expect a bonus check with 50% back wages after ratification and a second check 1 month later with the other 50% back wages)
- Across-the-board wage increases:
 - o 3.5% increase for everyone regardless of step (AND +2% step increase or 2% top step bonus in addition to across- the board increase)
 - o 3% increase for everyone regardless of step (AND +2% step increase or 2% top step bonus in addition to across- the board increase)
 - o 2% increase for everyone regardless of step + wage reopener to discuss step increases in year 3
- Market Adjustments for some pay grades in addition to the across-the-board increases
 - o Grades 1 and 2 move to Grade 3
 - o Sterile Techs move to Grade 6
- Lead pay and Training pay increases from \$1.50 to \$2 per hour
- Per diem premium increases from 2% to 10%

"It's been a long tedious process with many ups and downs. We have worked hard to bring our coworkers a fair contract. I'm so proud of how much we're able to bring to our coworkers on wages. It's amazing to know management finally realized how much we deserve and came so far from where we started. Things we couldn't reach an agreement on this round of negotiations we can always fight for in the next round." **-Dena Nolan, Eastside Medical, MA**



UNION STRENGTH AND JOB SECURITY GO HAND IN HAND! WE WON:

- A minimum of one week of severance pay and a minimum of 30 days medical coverage in the event of a layoff
- An side letter that commits to placing new hires on our union wage scale in a fair and equitable manner
- Paid time off to go to Olympia and lobby lawmakers to defend workers and patients of FQHCs
- 30 minutes paid time off for delegates to meet with new hires at NEO and welcome them to our union
- Updates to mileage reimbursement language making it easier for staff to get reimbursed for mileage they are entitled to
- All new floating language that pays float pay any time a worker is moved to another clinic, for any reason and protects workers from discipline if there is a hardship preventing them from floating
- An increase to the number of delegates at CHC and improved access to a delegate for all investigatory and disciplinary meetings
- Every clinic has a representative seat on our Labor Management Committee



"It feels good to have worked so hard to settle this agreement. We took action to put pressure on management until we got what we needed for our members. We could not have done this without solidarity from all our coworkers." **-Becky Shoman, Dental Assistant, Milgard**

OUR UNITY AND ACTIONS ARE WHY WE WON

Through our actions, we showed management that we're committed to a strong contract and demonstrated time and time again that we will not be divided!

- ✓ Bargaining surveys
- ✓ Bargaining priorities petition
- ✓ Sticker ups
- ✓ Wearing our 1199NW Purple
- ✓ Grace period story cards
- ✓ Giant selfie poster about unfair discipline
- ✓ Email action to the Board of Directors and CEO
- ✓ Action votes
- ✓ Informational Pickets
- ✓ Laugh and Luncheon action

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CONTRIBUTE
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"This contract strengthens our union's ability to organize, we need more members to get involved so we can build on our progress the next time we bargain." **-Michelle Melendez, Spanaway, PSR**

