



WELCOME SBHC!

WE ARE UNITED FOR A BETTER FUTURE AT NEIGHBORCARE

As healthcare workers in School-Base, we have over 70% support to form our union. We are committed to building a strong organization with a united voice for our patients and our professions. By uniting with our clinic colleagues across Neighborcare, we will work together to develop a stronger relationship with management and fight for the things that we need to deliver quality care.



“Super excited to finally be joining our clinic colleges as we collectively protect the work that we do and strengthen the healthcare that we provide across NCH. Working together and building solidarity across our schools and clinics is important, particularly since we share patients a lot of the time.” **–Jennifer Becker, Health Center Coordinator at Robert Eagle Staff Middle School**

1

SIGN

Sign membership cards and fill out bargaining surveys to identify what matters most

2

ELECT

Elect our Bargaining Team and Contract Action Team

3

NEGOTIATE

Negotiate our contract with management

4

RATIFY

Ratify our contract

“Welcome! Our School-Base colleagues are such a core part of our team and committed to the community and we are happy you are joining us! We know it has been a long time coming. Standing united is important and working together can only make Neighborcare a better place to work.” **–Neighborcare Clinic Leaders: Abby Aparicio, Mental Health Therapist at Meridan Clinic, Elisa Apostle, ARNP at Columbia City, Valentina Warner, MD at Rainer Beach Clinic**



FREQUENTLY ASKED QUESTIONS

Q: Who is SEIU Healthcare 1199NW? How can I learn more about our union and get involved?

A: SEIU Healthcare 1199NW is the largest union for healthcare workers in the state of Washington. Members of 1199NW work in hospitals, clinics and community behavioral health organizations. We are joining over 38,000 healthcare workers who know that by coming together in a union and having the legal right to a contract, we build more power to effect change for us and our students/patients. 1199NW members work at Harborview, Swedish, Roots (FQHC), and at many school based clinics through Kaiser, CHC (FQHC), and more. As union members at Neighborcare we identify our priorities, choose our union team and delegates, who then bargain and enforce our union contract and rights. Each of us has an opportunity to get involved by participating in union activities, surveys, and meetings.



Q: What are Weingarten Rights?

A: Now that we are part of SEIU Healthcare 1199NW we have what are called Weingarten rights. That means if a meeting with management is investigatory or disciplinary, we all have a right to a witness. If you are asked to attend, ask if this meeting could lead to discipline, and if yes, let them know you will be utilizing your Weingarten rights. You can bring any colleague or coworker you trust to be a witness, or a union delegate or organizer. Our contract will include additional protections like the principle of just cause and third-party arbitration for grievances

Q: How much are dues?

A: Dues are 1.8 percent of your gross income. You do not pay union dues until you negotiate your contract and vote on it.

BECOME A MEMBER!

When more of us stand together, we build even more power to win what we need at Neighborcare.

Sign a membership card today.



joinseiu1199nw.org