SEIU Healthcare 1199NW
United for Quality Care

Wellfound
October 9, 2026

BARGAINING UPDATE

WE WON'T GO BACKWARDS!

At our last bargaining session, management came to the table with many proposed takeaways that would undermine and weaken our union strength. We remain committed to winning on safety and livable wages so that we all feel valued at Wellfound. We discussed continuing education, wage increases, how to keep ourselves and our patients safe, and more! Management came with a wage pass, but we need better — *That's why the time is now for us to take action.*

WE ARE HOLDING STEADFAST TO OUR VALUES AT THE BARGAINING TABLE:



- Safety and good staffing are necessary to provide quality care.
- We need strong wages to recruit and retain talented staff. Same employer. Same job. Same pay.
- We need easy access to education credits to improve our skills and further our careers.
- Everyone has a right to good retirement and good healthcare.



"At our bargaining session on Wednesday we were not able to make as much progress as hoped. There was resistance to our proposals involving safety and education support, and the wage proposal we received was not acceptable. We need to continue to stand together to show administration that we are united in what we are proposing, and we will not accept less than we deserve. We hope to be able to make more progress as bargaining continues through October." **—Kat Onorato, RN**

WHERE WE STAND AT THE TABLE:

UNION PROPOSALS	MANAGEMENT'S RESPONSE
Healthcare Training Fund: Tuition assistance, license renewal reimbursement, travel and cost for CEUs and more	REJECTED
Charge nurse premium to increase to $4.50/hr and no assigned patients	$3.25/hr
Incentive Pay of $10/hr plus time and one half	Agreeable to idea of a program, not a set amount plus time and one half if over 40 hours
MOAB Trainer Pay $250 stipend for those who instruct MOAB classes	REJECTED
Trainer Pay Service $2/hr RN: $2.50/hr	Service $1.50/hr RN $2/hr
Night Shift Differential Service $3.75/hr RN $5.75/hr	$2.50/hour EVS Health Unit Coordinator Mental Health Tech Patient Access Rep $3.25 /hour Care Coordinators Social Workers Recreation Therapist $4.50/hr RN

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Weekend Premium Service $3/hr RN $5/hr	Service $2/hr RN $3.50/hr
Standby Pay Service $4.50/hr RN $5/hr	Service $3/hr RN $3.50/hr
Lead Premium Service $2/hr	$2/hr *ALIGNED*

ECONOMIC PROPOSALS

1% is not enough!

UNION PROPOSALS JOB CLASSES	YEAR ONE WAGE INCREASE (EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING THE DATE OF RATIFICATION):	MANAGEMENT'S RESPONSE
Environmental Services Housekeeper	$7.50	.99%-22.73%
Care Coordinator	10%	.99%-4.02%
Health Unit Coordinators	$7.50	.98%-5.01%
Mental Health Technician	$7.50	.96%-3.03%
Mental Health Technician CNA	$7.50	.98%-2.98%
Patient Financial Representative	10%	.98%-1.28%
RN	28%	.99%-12.01%
Social Workers/Court Coordinators	12%	.98%-6%
Music/Creative Arts/Rec Therapists	12%	.98%-3.01%
Music/Creative Arts/Rec Therapists With License	12%	.99%-3.02%

ATB BOTH BARGAINING UNITS	MANAGEMENT'S RESPONSE
2027 Year 2: 6% (Effective first full pay period following September 1, 2027)	3.5% (Effective first full pay period following September 1, 2027)
2028 Year 3: 6% (Effective first full pay period following September 1, 2028)	3% (Effective first full pay period following September 1, 2028)

MANAGEMENT'S PROPOSED TAKEAWAYS!

- Mandatory overtime
- Low census would no longer exclude you if you're on rest between shift
- Reduce employer accountability to the grievance process
- Make termination easier by changing the progressive guidance process for certain circumstances



"Strong employee support and unity sends a message that we will not tolerate less than what we deserve in the workplace. United we will stand for the betterment of each other. During bargaining we did not receive what we were hoping for. Instead, we were met with resistance, some hostility, and disrespect. Rest assured we will prevail in this endeavor." **—Kavita Ramkissoon, RN**

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