SEIU Healthcare 1199NW United for Quality Care

Wellfound
October 22, 2026

BARGAINING UPDATE

WE ARE WORTH MORE THAN .96%!

Our bargaining team continues to push at the bargaining table to make Wellfound a better place to work and receive care.

At the last bargaining session, we did have some movement regarding FTE for benefits, the grievance process, and an audit period to make sure we are on the correct step for our years of experience. **We got to 8 tentative agreements!** We proposed wages and premiums and countered on other articles management brought to us. We are now waiting for management's responses for our next session.



"We will keep fighting until we receive the respect, fairness, and compensation we deserve. Less than a 1% increase sends a clear message about how little our hard work and dedication are valued. We deserve better, and we won't stop. This is when it's important for all of us to unite and stand together." **Maria Milton, MHT**

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 Management made a commitment with a policy update that covers tuition reimbursement, license/cert renewals and cost of CEUs
Charge nurse premium to increase to $4.00 ~~$4.50~~/hr and no assigned patients	$3.25/hr Did not align on no assigned patients
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 *Holding for both bargaining units*	REJECTED REJECTED **for both bargaining units**
Trainer Pay Service $2/hr *Holding* RN: $2.50/hr *Holding*	**Service $1.50/hr** **RN $2/hr**
Night Shift Differential Service $3.25 ~~$3.75~~/hr RN $5.25 ~~$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 **$4.50/hr** RN
Weekend Premium Service $2.50 ~~$3~~/hr RN $4.50 ~~$5~~/hr	**Service $2/hr** **RN $3.50/hr**
Standby Pay **Service $4.50/hr *Holding*** **RN $5/hr *Holding***	**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~~ $7.00	.99%-22.73%
Care Coordinator	~~10%~~ 8%	.99%-4.02%
Health Unit Coordinators	~~$7.50~~ $6.00	.98%-5.01%
Mental Health Technician	~~$7.50~~ $6.00	.96%-3.03%
Mental Health Technician CNA	~~$7.50~~ $6.00	.98%-2.98%
Patient Financial Representative	~~10%~~ 9%	.98%-1.28%
RN	~~28%~~ 24%	.99%-12.01%
Social Workers/Court Coordinators	~~12%~~ 11%	.98%-6%
Music/Creative Arts/Rec Therapists	~~12%~~ 11%	.98%-3.01%
Music/Creative Arts/Rec Therapists With License	~~12%~~ 11%	.99%-3.02%

ATB BOTH BARGAINING UNITS	MANAGEMENT'S RESPONSE
2027 (Year 2): 4.5% 6% (Effective first full pay period following September 1, 2027)	3.5% (Effective first full pay period following September 1, 2027)
2028 (Year 3): 4.5% 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** OUR UNITY WINS 😎
- ~~Low census would no longer exclude you if you're on rest between shift~~ **removed the exclusive language! Closer to aligning!** 🔥
- ~~Reduce employer accountability to the grievance process~~ **Getting closer to aligning in the grievance process!** 😍
- ~~Make termination easier by changing the progressive guidance process for certain circumstances~~ **This has been WITHDRAWN!** 🥳
- **Change the FTE eligibility for benefits – ALMOST ALIGNING!** 👍

Our actions show management that we are STRONG and we are UNITED! We all sticker up and wear our purple every Thursday! Our unity is apparent at the table when we see positive changes on takeaways!

Keep that purple wave strong! Look out for unity breaks to pick up your purple swag.



".96% is not a fair wage. Short staffing is not safety. Respect is not a privilege, it is our right."

—**Kavita Ramkissoon RN**





"We refuse to negotiate our worth down to 1% when we contribute far more than that. Our skills, experience, accountability, and impact deserve compensation that reflects the value we bring to the hospital."

—**Jolene Kaaihue, MHT**

Proudly Produced by the members of SEIU 1199NW & Staff Union
bb 102226 wellfound