SEIU Healthcare 1199NW United for Quality Care

Wellfound
November 2, 2026

BARGAINING UPDATE

WHEN WE FIGHT, WE WIN!

Our bargaining team continues to push at the bargaining table to make Wellfound a better place for behavioral health workers to work and receive care. Transparency is what we ask of Wellfound.

At the last bargaining session, management came with a full economic pass with wages and premiums. Although there is some movement, there is still a lot that is needed to move forward. **Your bargaining team is working hard at making sure every job class is getting a fair wage increase.** There were many tentative agreements on wage premiums. Wellfound is working on counters to the wages scale.



"United we bargain for our coworkers. We are not asking for favors. We are asking for fair compensation for our labors." **–Kavita Ramkissoon, RN**

THE FOLLOWING POSITIONS ARE UNDER THE SERVICE BARGAINING UNIT:

CURRENT TITLES	PROPOSED TITLES
Care Coordinators	Discharge Planner
Environmental Services Housekeepers	Environmental Services Technician
Group Therapist	Group Therapist - Bachelors Level
Health Unit Coordinators	Health Unit Coordinator
Mental Health Technician	Mental Health Technician
Mental Health Technician CNA	Mental Health Technician - CNA
Music Therapist, Creative Arts Therapist, Rec Therapist	Recreational Specialist - Bachelors
Music Therapist, Creative Arts Therapist, Rec Therapist w/License	Recreational Therapist - CTRS Bachelors
Patient Financial Representatives	Patient Financial Representative
Associate Social Worker/Associate Court Coordinator	Court Evaluator
Associate Social Worker/Associate Court Coordinator	Assessment Clinician Associate - Masters
Licensed Social Worker/Licensed Court Coordinator	Assessment Clinician Independent - Masters & Licensed
Music Therapist, Creative Arts Therapist, Rec Therapist w/License	Music Therapist
Music Therapist, Creative Arts Therapist, Rec Therapist w/License	Group Therapist - Masters Level

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 We aligned at $3.50/hr ~~$4.00~~ ~~$4.50~~/hr and no more than 3 assigned patients	~~$3.25~~ 3.50/hr Did not align on no assigned patients
Incentive Pay of $10/hr plus time and one half	Agreeable to idea of a program, $5/hr, no time and a half
MOAB Trainer Pay ~~$250~~ $225 stipend for those who instruct MOAB classes	REJECTED **for both bargaining units**
Trainer Pay Service ~~$2~~ 1.75/hr RN ~~$2.50~~ 2.25/hr	**Service $1.50/hr (NO CHANGE)** **RN $2/hr (NO CHANGE)**
Night Shift Differential Service $3.25 ~~$3.75~~/hr ***Tentative Agreement for $3.25/hr for Service** **RN $5/hr Tentative Agreement**	**$2.50/hour** ~~EVS~~ ~~Health Unit Coordinator~~ ~~Mental Health Tech~~ ~~Patient Access Rep~~ **$3.25 /hour** ~~Care Coordinators~~ ~~Social Workers~~ ~~Recreation Therapist~~ ***Tentative Agreement for $3.25/hr for Service** **Tentative Agreement for $5/hr for RN**
Weekend Premium **Service $2.50/hr Tentative Agreement** **RN $4/hr Tentative Agreement**	**Service $2.50/hr Tentative agreement** **RN $4.00/hr Tentative Agreement**
Standby Pay **Service $3.50/hr Tentative Agreement** **RN $4/hr**	**Service $2/hr Tentative Agreement**
Lead Premium **Service $2/hr Tentative Agreement**	**Service $2/hr Tentative Agreement**

- ***What is a Tentative Agreement?** That means both parties have agreed to the content of the article.*



"We put so much of ourselves into caring for our patients. We also put much on the line both mentally and physically. We deserve appreciation for what we sacrifice. It has been made clear how little we are respected, that needs to change." **–Kat Onorato, RN**

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 Technicians (Wellfound change)	~~$7.50 $7.00~~ $6.75 - $6.75 37% - 20% (from start to end of scale)	~~.99%-22.73%~~ $4.25 - $0.33 23% - 1.49% (from start to end of scale)
~~Care Coordinator~~ Discharge Planners (Wellfound change)	~~10%~~ $2.21 - $3.14 8% - 7% (from start to end of scale)	~~.99%-4.02%~~ $1.24 - $0.68 4.49% - 1.51% (from start to end of scale)
Health Unit Coordinators	~~$7.50 $6.00~~ $5.50 - $5.50 25% - 14% (from start to end of scale)	~~.98%-5.01%~~ $1.09 - $0.61 5.01% - 1.51% (from start to end of scale)
Mental Health Technician	~~$7.50 $6.00~~ $5.50 - $5.50 25% - 14% (from start to end of scale)	~~.96%-3.03%~~ $1.09 - $ 0.61 5.01% - 1.51% (from start to end of scale)
Mental Health Technician CNA	~~$7.50 $6.00~~ $5.50 - $5.50 24% - 13% (from start to end of scale)	~~.98%-2.98%~~ $0.95 - $0.63 4.16% - 1.49% (from start to end of scale)
Patient Financial Representative	~~10% 9%~~ $2.20 - $3.39 9% - 7.5% (from start to end of scale)	~~.98%-1.28%~~ $0.49 - $0.68 2.01% - 1.50% (from start to end of scale)
RN	~~28% 24%~~ $8.22 – $12.20 20% - 16% (from start to end of scale)	~~.99%-12.01%~~ $5.35 - $1.14 13.1% - 1.50% (from start to end of scale)
Social Workers/Court Coordinators Evaluators (Wellfound change)	~~12% 11%~~ $4.14 - $6.29 11% - 9% (from start to end of scale)	~~.98%-6%~~ $3.96 - $1.05 10.51%- 1.50% (from start to end of scale)
Music/Creative Arts/Rec Therapists/Group Therapist	~~12% 11%~~ $3.71 - $6.54 10% - 9.5% (from start to end of scale)	~~.98%-3.01%~~ $1.40 - $1.03 4% - 1.50% (from start to end of scale)
Music/Creative Arts/Rec Therapists With License	~~12% 11%~~ $3.02 - $5.33 10% - 9.5% (from start to end of scale)	~~.99%-3.02%~~ $1.40 - $1.03 3.77% - 1.50% (from start to end of scale)

FIGHTING MANAGEMENT'S PROPOSED TAKEAWAYS!

ATB BOTH BARGAINING UNITS	MANAGEMENT'S RESPONSE
2027 (Year 2): 4.25%~~4.5% 6%~~ (Effective first full pay period following September 1, 2027)	3.75% ~~3.5%~~ (Effective first full pay period following September 1, 2027)
2028 (Year 3): 4.25% ~~4.5% 6%~~ (Effective first full pay period following July 31, 2028) Proposed 2 year contract with the 3 year wages included)	~~3% (Effective first full pay period following September 1, 2028)~~ *Wage reopener offer for years 2028/2029* The parties will reopen article 8 within 30 days (second anniversary) for the limited purpose of bargaining wages. Proposed 4-year agreement vs previously proposed 3- year agreement

FIGHTING MANAGEMENT'S PROPOSED TAKEAWAYS!



"When the cost-of-living increase fails to match the rate of inflation, it's not a raise; it is a pay cut. Offering .98 percent while inflation sits above 3 percent means our hard work is being rewarded with less purchasing power." –**Alyssa Brewer, Intake RN**

WE'RE MOVING MANAGEMENT!

- **Mandatory overtime** OUR UNITY 😎
- ~~Low census would no longer exclude you if you're on rest between shift~~ **Closer to aligning!**
- ~~Reduce employer accountability to the grievance process~~ **- Tentative agreement!** 🔥
- ~~Make termination easier by changing the progressive guidance process for certain circumstances~~ **This has been WITHDRAWN!**
- **Change the FTE eligibility for benefits – ALMOST ALIGNING!** 👍

SHORT STAFFING ISSUE? DO YOU KNOW HOW TO REPORT IT TO THE STAFFING COMMITTEE? USE THE QR CODE TO PRINT THE SHORT STAFFING FORM:

SHORT STAFFING FORM

1199nw.org/4ziHpn7

Print, fill out and give to Kavita!

REPORT DISCRIMINATION IN THE WORKPLACE:

1199nw.org/4BBATJU

FILE A SAFETY COMPLAINT WITH L&I:

1199nw.org/4jPR53M

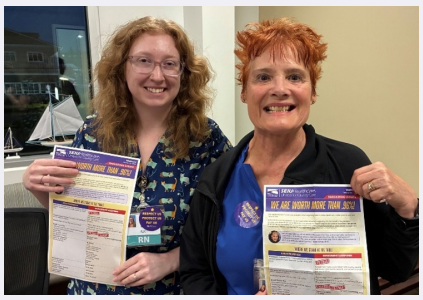
FILE A COMPLAINT WITH THE DEPARTMENT OF HEALTH:

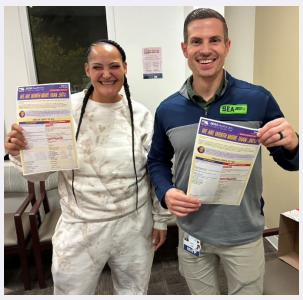
1199nw.org/4iqFg1M

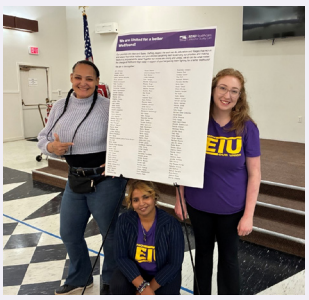
OUR ACTIONS SHOW MANAGEMENT THAT WE ARE STRONG AND UNITED

We all sticker up and wear our purple every Thursday! Our unity is apparent at the table when we see positive changes on takeaways.

Our info session was a hit! Let's keep that purple wave strong. Look out for unity breaks to pick up your purple swag.







CHECK OUT OUR LATEST VIDEO UPDATE!

FILE A COMPLAINT WITH THE DEPARTMENT OF HEALTH:

1199nw.org/4yKW6ON