

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 19**

SEATTLE ROOTS COMMUNITY HEALTH

Employer

and

Case 19-RD-391788

MIKALA BIRD-DAVIS, AN INDIVIDUAL

Petitioner

and

SEIU HEALTHCARE 1199NW

Union

DECISION AND DIRECTION OF ELECTION

Seattle Roots Community Health (“Employer”) is engaged in the business of operating medical clinics and providing healthcare, behavioral health and dental care in Seattle, Washington. The Petitioner seeks to decertify SEIU Healthcare 1199NW (“Union”) as the exclusive collective bargaining representative of certain professional and non-professional employees in the existing unit as defined by the expired collective bargaining agreement (“CBA”) between the Employer and the Union.

The parties were unable to come to an agreement on the appropriateness of a *Sonotone* election, the applicability of certain inclusion special formulas for per-diem and part-time work, and the form, time, and place of an election.

A hearing officer of the Board held a hearing in this matter and the Employer subsequently filed a post-hearing brief with me. The Union was precluded from raising issues at the hearing or subsequently in brief due to its untimely filed statement of position.

I. FACTS

The Employer provides healthcare, behavioral health, and dental care at two medical clinics, the Country Doctor Community Clinic located at 500 19th Ave. E., Seattle WA 98112 (“Country Doctor facility”), and the Carolyn Downs Family Medical Center located at 2101 E. Yesler Way #150, Seattle WA 98122 (“Carolyn Downs facility”). The parties stipulated that the Union is currently the exclusive collective-bargaining representative of employees in the following unit:

All full-time, regular part-time, and per-dem employees employed by Seattle Roots Community Health at its covered locations in Seattle, Washington, as defined in the parties' expired CBA (effective August 15, 2023 through June 30, 2026), and the underlying certification in Case 19-RC-287799.

The parties have stipulated that there is no active contract covering any of the employees in the unit, nor is there a contract bar or other bar to an election in this matter.

The parties have further stipulated that the following bargaining unit job classifications employed by the employer are professional employees within the meaning of Section 2(12) of the Act:

All full-time, regular part-time and per-dem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications:

Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, and Registered Dietician.

The parties agree that the following job classifications in the bargaining unit job classifications employed by the Employer are not professional employees within the meaning of Section 2(12):

All full-time, regular part-time and per-dem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications:

Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist, Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator.

There are currently approximately 135 employees in the bargaining unit.

The Employer and Petitioner argue that a mixed mail/manual election is the most appropriate. Approximately five of the 135 employees work fully remotely, mostly due to ADA or PFML/FMLA accommodation. One of these remote bargaining unit employees lives over 130 miles from the Employer's facilities. Another 33 bargaining unit employees work a hybrid schedule. The evidence provided by the Employer does not suggest that these hybrid workers have a significantly longer commute than the rest of the bargaining unit employees, although the Employer notes in brief that approximately 25 employees have a commute equal to or over 45 minutes (calculated at 9:30am). The record also reflects that a number of employees at the Employer's Carolyn Downs facility work the night shift, which starts at 6 p.m. The Employer and Petitioner testified that Wednesdays and Thursdays have the most employees working on site.

II. ANALYSIS

A. *Sonotone* Election

The Employer argues that a *Sonotone* election is not appropriate here, despite the inclusion of professionals and non-professionals in the unit, because the professional employees in the bargaining unit already participated in a *Sonotone* self-determination election in the underlying representation proceeding and voted to be included in the same mixed unit as the non-professional employees. I find the Employer's arguments and case law to be unpersuasive for the reasons below.

Under Section 9(b)(1) of the Act, the Board is prohibited from including professional employees in a unit with employees who are not professional, unless a majority of the professional employees vote for inclusion in such a unit. As such, the desires of the professional employees *must* be ascertained as to inclusion in a unit with nonprofessional employees.

To carry out the statutory requirement, the Board adopted a special type of self-determination procedure in an election for determining whether professional employees wish to be included in a unit with non-professional employees, known as a *Sonotone* election. *Sonotone Corp.*, 90 NLRB 1236 (1950). Notably, the Board requires that there be a *Sonotone* election *each time* that there is an election in which professionals and nonprofessionals may be included in the same unit. *American Medical Response, Inc.*, 344 NLRB 1406, 1408-1409 (2005) (emphasis added) (holding that subsequent *Sonotone* elections are required in the same unit regardless of whether the professionals have already voted for inclusion in the overall unit).

Whether or not the parties agree to have or not have a *Sonotone* election is of no significance. The Board has specifically stated that a stipulation dealing with the inclusion or exclusion of professional employees in a mixed unit cannot override the requirements of Section 9(b)(1), granting the right for professional employees to choose whether to be included in a mixed unit of professionals and non-professionals. *American Medical Response, Inc.*, 344 NLRB 1406, 1413 (2005), citing *Pontiac Osteopathic Hospital*, 327 NLRB 1172 (1999).

Although the Employer argues in brief that a *Sonotone* election is only required when there is a new RC petition or a rival union, it presents no caselaw that supports such a narrow assertion.

Furthermore, its interpretation of the Board's Outline of Law and Procedure in Representation Cases is similarly overly narrow. The Outline is explicit that a *Sonotone* election is required whenever there is a combined unit of professionals and nonprofessionals, even if the employees are already represented in a combined unit which was the result of a previous *Sonotone* election.

Additionally, while the Board will dismiss a decertification petition seeking to decertify only with respect to the professionals, that is not the case here. Simply because a potential outcome of a *Sonotone* election would be the decertification of only the professional employees does not mean that the professionals lose their right to determine whether or not they wish to continue being included in the combined unit. For the reasons above, I reject the Employer's argument that a *Sonotone* election is inappropriate and direct a *Sonotone* election in this matter as set forth below.

B. Per Diem Eligibility

The Employer argues that, because the party's contract recognizes per diem employees as unit members, there should be no per diem voter eligibility formula as doing so would disenfranchise per diem employees from voting on a question directly affecting their own representation.

In devising eligibility formulas to fit unique conditions of any particular industry, the Board seeks "to permit optimum employee enfranchisement and free choice, without enfranchising individuals with no real continuing interest in the terms and conditions of employment offered by the employer." *Trump Taj Mahal Casino*, 306 NLRB 294, 296 (1992). Absent a showing of "special circumstances," the Board applies the *Davison-Paxon* formula. See, e.g., *South Coast Hospice*, 333 NLRB 198 fn. 3 (2001); *Saratoga County Chapter NYSARC*, 314 NLRB 609 (1994); and *Trump Taj Mahal Casino*, *supra*. Under the *Davison-Paxon* formula, an employee is deemed to have sufficient regularity of employment to demonstrate a community of interest with unit employees if the employee regularly averages four or more hours per week for the past quarter prior to the eligibility date. *Id.*; *Davison-Paxon Company*, 185 NLRB 21, 23-24 (1970).

To fail to impose any eligibility formula would be to enfranchise employees with no real continuing interest in the terms of employment offered by the Employer. The Employer has presented no evidence of special circumstances that would suggest the *Davison-Paxon* formula is inappropriate here. Indeed, the parties' stipulated election agreement in Case 19-RC-287799 used the *Davison-Paxon* formula to determine eligibility in the prior RC election. I see no reason to do otherwise here.

III. CONCLUSION

Based on the entire record in this matter and in accordance with the discussion above, I conclude and find as follows:

1. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

2. The Employer is engaged in commerce within the meaning of the Act, and it will effectuate the purposes of the Act to assert jurisdiction herein.¹

3. The Union is a labor organization within the meaning of Section 2(5) of the Act and claims to represent certain employees of the Employer.²

4. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Section 2(6) and (7) of the Act.

5. The following employees of the Employer constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time, regular part-time and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist. Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator; excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

The Unit set out above includes professional and nonprofessional employees. However, the Board is prohibited by Section 9(b)(1) of the Act from including professional employees in a unit with nonprofessional employees unless a majority of the professional employees vote for

¹ The parties stipulated that the Employer, Seattle Roots Community Health, a State of Washington corporation with offices and places of business located in Seattle, Washington, is engaged in the business of operating medical clinics and providing healthcare, behavioral health, and dental care. During the last twelve months, a representative period of time, the Employer received gross revenues in excess of \$250,000. During the same period, the Employer purchased and received, at its Washington facilities, goods valued in excess of \$50,000 directly from suppliers located outside the State of Washington.

² The parties stipulated that the Union is a labor organization within the meaning of the Act.

inclusion in such a unit. Accordingly, the desires of the professional employees must be ascertained as to the inclusion with nonprofessional employees.

Therefore, I shall direct separate elections in the following voting groups:

VOTING GROUP – UNIT A (PROFESSIONAL UNIT)

Included: All full-time, regular part-time, and per diem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician.

Excluded: All other employees, nonprofessional employees, managerial employees, confidential employees, and guards and supervisors as defined in the Act.

VOTING GROUP – UNIT B (NONPROFESSIONAL UNIT)

Included: All full-time, regular part-time, and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist. Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator.

Excluded: All other employees, professional employees, managerial employees, confidential employees, and guards and supervisors as defined in the Act.

The nonprofessional employees (Voting Group B) will be polled to determine whether they wish to be represented by the Union. The professional employees (Voting Group A) will be asked the following two questions on their ballot:

1. Do you desire to be included with nonprofessional employees in a single unit for the purposes of collective bargaining? The choices on the ballot will be “Yes” or “No”.
2. Do you desire to be represented for the purposes of collective bargaining by SEIU Healthcare 1199NW? The choices on the ballot will be “Yes” or “No”.

If a majority of the professional employees (Voting Group A) vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included. Their votes on the second question then will be counted together with the votes of the non-professional employees (Voting Group B) to determine whether the employees in the overall unit wish to be represented by the Union. If, on the other hand, a majority of the professional employees vote against inclusion, they will not be included with the non-professional employees. Their votes on the second question will be separately counted to determine whether they wish to be represented by the Union in a separate unit.

Thus, the unit determination is based, in part, upon the results of the election among the professional employees. However, I make the following findings in regard to the appropriate unit:

If a majority of the professional employees vote for inclusion in the unit with nonprofessional employees, I find the following single unit will constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time regular part-time and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist, Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health

Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator; excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

If a majority of the professional employees do not vote for inclusion in the unit with the nonprofessional employees, I find the following two groups of employees will constitute separate units appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

UNIT A (PROFESSIONAL UNIT):

All full-time, regular part-time, and per diem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, excluding all other employees, nonprofessional employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

UNIT B (NONPROFESSIONAL UNIT):

All full-time, regular part-time, and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist, Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator, excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

IV. DIRECTION OF ELECTION

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. Employees will vote whether or not they wish to be represented for purposes of collective bargaining by SEIU Healthcare 1199NW.

A. Election Details

At the hearing, the Petitioner and Employer argued for a mixed mail/manual election, and provided their positions on dates, times, and locations. Although the Board prefers to conduct manual elections over mail ballot elections, the Board has acknowledged that circumstances may necessitate adaptations on the Board's part to facilitate an election. For example, mail-ballot elections may be appropriate where employees are geographically or temporally scattered. *San Diego Gas and Electric*, 325 NLRB 1143, 1144 (1998). The evidence demonstrates that approximately five bargaining unit employees work fully remotely, mostly due to accommodations, and that at least one lives over 100 miles from the Employer's closest facility. The parties have failed to establish that other employees are similarly scattered or unable to travel to the Employer's facilities.

Accordingly, based on the parties' positions and the information on the record, I have determined that a mixed mail/manual election is appropriate under the following specifications. The election will be conducted by both manual and mail ballot. Eligible to vote via mail are all fully remote bargaining unit employees. All other employees, including those employees working a hybrid schedule, will be eligible to vote in the manual election. The manual election will be held at two different polling locations, with one polling location at the Employer's Country Doctor Community Clinic located at 500 19th Ave. E., Seattle WA 98112, and one polling location at the Employer's Carolyn Downs Family Medical Center located at 2101 E. Yesler Way #150, Seattle WA 98122.

Manual In-Person Election:

Election Date: Wednesday, September 16, 2026

Time: 11:00am – 1:00pm

Location: Country Doctor Community Clinic, 500 19th Ave. E., Seattle WA 98112;

AND

Election Date: Thursday, September 17, 2026

Time: 11:00am – 1:00pm, 5pm – 6:30pm

Location: Carolyn Downs Family Medical Center, 2101 E. Yesler Way #150, Seattle WA 98122

Mail Ballot Election:

The election will be conducted in part by mail. The mail ballots will be mailed to eligible voters who work fully remotely for the Employer. On **September 16, 2026**, from an office of the National Labor Relations Board, Region 19, ballots will be mailed to those eligible voters who have been identified as bargaining unit employees who work fully remotely for the Employer.

Voters must return their mail ballots via mail so that they will be received in the National Labor Relations Board, Region 19 – Seattle Regional Office by the close of regular business on **October 7, 2026**.

Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be void.

If any eligible voter does not receive a mail ballot or otherwise requires a duplicate mail ballot kit, he or she should contact the Region 19 office by no later than 4:30 p.m. on **September 23, 2026** in order to arrange for another mail ballot kit to be sent to that employee.

All ballots, both manual and mail ballots, will be comingled and counted at the Region 19 Seattle Regional Office hearing room located at 915 2nd Ave, #2948, Seattle, WA 98174 at 1 p.m. on **October 7, 2026**, or at the Regional Director's discretion, by videoconference at a date and time to be determined by the Regional Director in consultation with the parties.

The Employer will provide two separate voter lists. One voter list will be for those eligible voters who are eligible to vote in the manual in-person portion of the election and the second voter list will be for those eligible voters who have been identified as employees who work fully remotely for the Employer and who are therefore eligible to vote in the mail ballot portion of the election.

B. Voting Eligibility

Eligible to vote are those in the unit who were employed during the payroll period ending **Saturday, August 22, 2026**, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. Also eligible to vote are all employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election. In a mail ballot election, employees are eligible to vote if they are in the unit on both the payroll period ending date and on the date they mail in their ballots to the Board's designated office.

Employees engaged in an economic strike, who have retained their status as strikers and who have not been permanently replaced, are also eligible to vote. In addition, in an economic strike that commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well as their replacements, are eligible to vote. Unit employees in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause since the designated payroll period, and, in a mail ballot election, before they mail in their ballots to the Board's designated office; (2) striking employees who have been discharged for cause since the strike began and who have not been rehired or reinstated before the election date; and (3) employees who are engaged in an economic strike that began more than 12 months before the election date and who have been permanently replaced.

C. Voter List

As required by Section 102.67(l) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names (that employees use at work), work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters.

To be timely filed and served, the list must be *received* by the regional director and the parties by **September 3, 2026**. The list must be accompanied by a certificate of service showing service on all parties. **The region will no longer serve the voter list.**

Unless the Employer certifies that it does not possess the capacity to produce the list in the required form, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. Because the list will be used during the election, the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

When feasible, the list shall be filed electronically with the Region and served electronically on the other parties named in this decision. The list may be electronically filed with the Region by using the E-filing system on the Agency's website at www.nlr.gov. Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions.

Failure to comply with the above requirements will be grounds for setting aside the election whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the list within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

D. Posting of Notices of Election

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Election accompanying this Decision in conspicuous places, including all places where

notices to employees in the unit found appropriate are customarily posted. The Notice must be posted so all pages of the Notice are simultaneously visible. In addition, if the Employer customarily communicates electronically with some or all of the employees in the unit found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notice at least 3 full working days prior to 12:01 a.m. of the day of the election and copies must remain posted until the end of the election. For purposes of posting, working day means an entire 24-hour period excluding Saturdays, Sundays, and holidays. However, a party shall be estopped from objecting to the nonposting of notices if it is responsible for the nonposting, and likewise shall be estopped from objecting to the nondistribution of notices if it is responsible for the nondistribution. Failure to follow the posting requirements set forth above will be grounds for setting aside the election if proper and timely objections are filed.

RIGHT TO REQUEST REVIEW

Pursuant to Section 102.67 of the Board's Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 10 business days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not precluded from filing a request for review of this decision after the election on the grounds that it did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review must be E-Filed through the Agency's website and may not be filed by facsimile. To E-File the request for review, go to www.nlr.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001, and must be accompanied by a statement explaining the circumstances concerning not having access to the Agency's E-Filing system or why filing electronically would impose an undue burden. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review. Neither the filing of a request for review nor the Board's granting a request for review will stay the election in this matter unless specifically ordered by the Board.

Dated: September 1, 2026



Ronald K. Hooks, Regional Director
National Labor Relations Board, Region 19
915 2nd Ave., Ste. 2948
Seattle, WA 98174-1006



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY

19-RD-391788

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

SPECIAL ASSISTANCE: Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

PROCESS OF VOTING: Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

CHALLENGE OF VOTERS: If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY

VOTING UNITS

VOTING GROUP – UNIT A (PROFESSIONAL UNIT)

Included: All full-time, regular part-time, and per diem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician who were employed during the payroll period ending August 22, 2026.

Excluded: All other employees, nonprofessional employees, managerial employees, confidential employees, and guards and supervisors as defined in the Act.

VOTING GROUP – UNIT B (NON-PROFESSIONAL UNIT)

Included: All full-time, regular part-time, and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist, Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator who were employed during the payroll period ending August 22, 2026.

Excluded: All other employees, professional employees, managerial employees, confidential employees, and guards and supervisors as defined in the Act.

Also eligible to vote are all employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY

DATES, TIMES AND PLACES OF ELECTION

Wednesday, September 16, 2026	11:00am – 1:00pm	Country Doctor Community Clinic, 500 19th Ave. E., Seattle WA 98112
Thursday, September 17, 2026	11:00am – 1:00pm, 5pm – 6:30pm	Carolyn Downs Family Medical Center, 2101 E. Yesler Way #150, Seattle WA 98122

NOTE: If a majority of the professional employees (Voting Group A) vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included. Their votes on the second question then will be counted together with the votes of the non-professional employees (Voting Group B) to determine whether the employees in the overall unit wish to be represented by the Union. If, on the other hand, a majority of the professional employees vote against inclusion, they will not be included with the non-professional employees. Their votes on the second question will be separately counted to determine whether they wish to be represented by the Union in a separate unit.

If a majority of the professional employees vote for inclusion in the unit with nonprofessional employees, I find the following single unit will constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time regular part-time and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist, Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator; excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY

NOTE: If a majority of the professional employees do not vote for inclusion in the unit with the nonprofessional employees, I find the following two groups of employees will constitute separate units appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

UNIT A (PROFESSIONAL UNIT):

All full-time, regular part-time, and per diem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, excluding all other employees, nonprofessional employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

UNIT B (NONPROFESSIONAL UNIT):

All full-time, regular part-time, and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist. Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator, excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.



United States of America
National Labor Relations Board
NOTICE OF ELECTION
INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY



Ballot for Voting Group - Unit A

	UNITED STATES OF AMERICA National Labor Relations Board 19-RD-391788 OFFICIAL SECRET BALLOT For certain employees of SEATTLE ROOTS COMMUNITY HEALTH			
Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining? MARK AN "X" IN THE SQUARE OF YOUR CHOICE				
<table border="1"><tr><td> YES ☐ </td><td> NO ☐ </td></tr></table>			YES ☐	NO ☐
YES ☐	NO ☐			
Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW? MARK AN "X" IN THE SQUARE OF YOUR CHOICE				
<table border="1"><tr><td> YES ☐ </td><td> NO ☐ </td></tr></table>			YES ☐	NO ☐
YES ☐	NO ☐			
IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions: DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted. IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions. The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.				



United States of America
National Labor Relations Board
NOTICE OF ELECTION
INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY



Ballot for Voting Group - Unit B

	UNITED STATES OF AMERICA National Labor Relations Board 19-RD-391788	
OFFICIAL SECRET BALLOT For certain employees of SEATTLE ROOTS COMMUNITY HEALTH		
Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW?		
MARK AN "X" IN THE SQUARE OF YOUR CHOICE		
YES ☐	SAMPLE	NO ☐
IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions: DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted. IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions. The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.		

THIS IS A MIXED MAIL/MANUAL SECRET BALLOT ELECTION.

**ELIGIBLE TO VOTE VIA MAIL ARE ALL EMPLOYEES IN THE ABOVE VOTING GROUPS
WHO WORK FULLY REMOTE.**

**THE BALLOTS CAST MANUALLY BY VOTERS ON SEPTEMBER 16, 2026 AND
SEPTEMBER 17, 2026 WILL BE IMPOUNDED AND LATER COMMINGLED AND COUNTED
WITH THE BALLOTS THAT ARE RECEIVED BY MAIL. THE COMINGLED AND
COUNTING OF THE BALLOTS WILL TAKE PLACE AT THE REGION 19 OFFICE
LOCATED AT 915 2ND AVE STE 2948, SEATTLE, WA 98174-1006 AT 1:00 PM ON
WEDNESDAY, OCTOBER 7, 2026.**



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING MANUALLY

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlrb.gov for assistance.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

19-RD-391788

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. In a mail ballot election, employees are eligible if they are in the VOTING UNIT during both the designated payroll period and on the date they mail in their ballots. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election, or, in a mail ballot election, before the date they mail in their ballots, are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted in part by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 4:45pm on Wednesday, September 16, 2026, ballots will be mailed to voters from the National Labor Relations Board, Region 19, 915 2nd Ave Ste 2948, Seattle, WA 98174-1006. Voters must sign the outside of the envelope in which the ballot is returned. **Any ballot received in an envelope that is not signed will be automatically void.**

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Wednesday, September 23, 2026, as well as those employees who require a duplicate ballot, should communicate immediately with the National Labor Relations Board by either calling the Region 19 Office at (206)220-6300 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

All ballots will be commingled and counted at the Region 19 Office on Wednesday, October 7, 2026 at 1:00pm by videoconference. In order to be valid and counted, the returned ballots must be received in the Region 19 Office prior to the counting of the ballots.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

VOTING UNITS

VOTING GROUP – UNIT A (PROFESSIONAL UNIT)

Included: All full-time, regular part-time, and per diem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician who were employed during the payroll period ending August 22, 2026.

Excluded: All other employees, nonprofessional employees, managerial employees, confidential employees, and guards and supervisors as defined in the Act.

VOTING GROUP – UNIT B (NON-PROFESSIONAL UNIT)

Included: All full-time, regular part-time, and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist. Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator who were employed during the payroll period ending August 22, 2026.

Excluded: All other employees, professional employees, managerial employees, confidential employees, and guards and supervisors as defined in the Act.

Also eligible to vote are all employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

NOTE: If a majority of the professional employees (Voting Group A) vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included. Their votes on the second question then will be counted together with the votes of the non-professional employees (Voting Group B) to determine whether the employees in the overall unit wish to be represented by the Union. If, on the other hand, a majority of the professional employees vote against inclusion, they will not be included with the non-professional employees. Their votes on the second question will be separately counted to determine whether they wish to be represented by the Union in a separate unit. If a majority of the professional employees vote for inclusion in the unit with nonprofessional employees, I find the following single unit will constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time regular part-time and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist. Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator; excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

NOTE: If a majority of the professional employees do not vote for inclusion in the unit with the nonprofessional employees, I find the following two groups of employees will constitute separate units appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

UNIT A (PROFESSIONAL UNIT):

All full-time, regular part-time, and per diem professional employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Clinic Registered Nurse/Triage, Community Health Registered Nurse, Behavioral Health 2, Behavioral Health 3, Behavioral Health Counselor (Bachelors), Behavioral Health Consultant MSW (Masters), Behavioral Health MSW Licensed Clinical, Pharmacist, HIV Case Manager, Registered Nurse/OB Coordinator, Registered Nurse/HIV Care Coordinator, Registered Dietician, excluding all other employees, nonprofessional employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

UNIT B (NONPROFESSIONAL UNIT):

All full-time, regular part-time, and per diem employees employed by the Employer at its facilities located in Seattle, Washington in the following classifications: Medical Interpreter, Medical Assistant, Medical Assistant Lead, Medical Records Clerk, Lab Technologist, Dental Assistant, Dental Assistant Lead, Dental Hygienist, Phlebotomist. Patient Accounts Representative I, Patient Accounts Representative I Lead, Patient Accounts Representative Lead, Patient Accounts Representative I Dental, Patient Accounts Representative II Dental Lead, Billing and Coding Specialist, Coding and Reimbursement Specialist, Coding and Reimbursement Specialist Lead, Peer Support Specialist, Pharmacy Technician, Pharmacy Technician Lead, Diabetes Management Coordinator, Credentialing Specialist, Epic Site Specialist, Epic Analyst, Clinic Operations Coordinator, Community Health Worker, Eligibility Specialist, Eligibility Specialist Lead, Managed Care Coordinator, Referral Coordinator, Gender Care Navigator, PrEP Navigator, Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Behavioral Health 1, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator, excluding all other employees, confidential employees, managerial employees, and guards and supervisors as defined by the Act.



United States of America
National Labor Relations Board
NOTICE OF ELECTION

INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL



Ballot for Voting Group - Unit A



UNITED STATES OF AMERICA
National Labor Relations Board
19-RD-391788



OFFICIAL SECRET BALLOT
For certain employees of
SEATTLE ROOTS COMMUNITY HEALTH

Do you wish to be included with nonprofessional employees in a unit
for the purposes of collective bargaining?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

SAMPLE

NO

☐

Do you wish to be represented for purposes of collective bargaining by
SEIU HEALTHCARE 1199NW?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

SAMPLE

NO

☐

**IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE
WITH A BOARD AGENT PRESENT, follow these Instructions:**

**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR
IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.**

**If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and
ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your
ballot will not be counted.**

IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample
ballot have not been put there by the National Labor Relations Board.



United States of America
National Labor Relations Board
NOTICE OF ELECTION

INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL



Ballot for Voting Group - Unit B

	UNITED STATES OF AMERICA National Labor Relations Board 19-RD-391788 OFFICIAL SECRET BALLOT For certain employees of SEATTLE ROOTS COMMUNITY HEALTH	
Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW?		
MARK AN "X" IN THE SQUARE OF YOUR CHOICE		
YES ☐	NO ☐	
IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions: DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted. IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions. The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.		

THIS IS A MIXED MAIL/MANUAL SECRET BALLOT ELECTION.

ELIGIBLE TO VOTE VIA MAIL ARE ALL EMPLOYEES IN THE ABOVE VOTING GROUPS WHO WORK FULLY REMOTE.

THE BALLOTS CAST MANUALLY BY VOTERS ON SEPTEMBER 16, 2026 AND SEPTEMBER 17, 2026 WILL BE IMPOUNDED AND LATER COMMINGLED AND COUNTED WITH THE BALLOTS THAT ARE RECEIVED BY MAIL. THE COMINGLING AND COUNTING OF THE BALLOTS WILL TAKE PLACE AT THE REGION 19 OFFICE LOCATED AT 915 2ND AVE STE 2948, SEATTLE, WA 98174-1006 AT 1:00 PM ON WEDNESDAY, OCTOBER 7, 2026.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlr.gov for assistance.