

# We are all in to win for a strong Harborview!

As we are seeing the University of Washington and UW Medicine make major changes throughout the system including at Harborview, we know that we need to stay united with all UW and UW Medicine workers to defend our standards and raise our wages. That's why we voted overwhelmingly to join our union colleagues at a coalition bargaining table this summer over a few key issues:

- **Across-the-board wage increases:** 2% incremental wage increases don't go far enough to sustain us and allow us to thrive in our expensive region.
- **Free UPASS for all:** University of Washington needs to join other major employers in the area and provide free public transportation options so that we can afford to get to work and cut down on traffic.
- **Paid Family Leave Act:** Starting in 2019 and 2020, we will have the option to take up to 16 weeks of protected with up to \$1000/week in pay, instead of using our sick or vacation banks, to make ends meet when we are starting a family or caring for a loved one. We need to make sure the University of Washington and Harborview stick to the law and that we can use this new benefit.



"We had a huge vote to show that we are stronger together. We have shown management that we aren't going to back down and that we are worth more than what we have been getting. We work so hard and UW needs to value us."

**Olga Ramirez, RN2, 3EH, Executive Board Member**

"Once again, we demonstrated unity by voting yes to combine 1199 members' efforts with our colleagues in other unions. We are dedicated to improving our fellow community members and our families' quality of life."

**Miranda Carruth, Social Worker, Inpatient Social Work**

## Growing our strength with new delegates!

We are able to best represent our interests and the interests of our patients when we have the skills to build unity and hold management accountable. That's why six of our co-workers recently attended Delegate Training to step up and take a bigger leadership role in our hospital. The more of us who have the skills to enforce our contract and build our union, the more we are able to raise standards and advocate for our patients.



Right to Left: Michael Trumbly, RN2, MCICU; Bill Weber, Flight Nurse, ALNW Yakima; Kris Bauer, Flight Nurse, ALNW Bremerton; Chrys Potuzak, Social Worker, HCSATS; Jess Sperry, Flight Nurse, ALNW Juneau; Diana Samuelson, Flight Nurse, ALNW Juneau



## When we fight we win:

### 6MB to have break relief nurses

Nurses need uninterrupted breaks in order to be able to provide the best care. Break relief nurses are the right thing for us and our patients. When we won break relief nurses, management refused to hold up their end of the agreement to ensure that 6MB nurses have uninterrupted breaks without having to double the patient load. Because we are united, we were able to use a legal strategy to hold them accountable to their previous agreement with us. Across the hospital we stood together to ensure we all get uninterrupted breaks. Having a contract matters because that's how we can hold management accountable to their agreements.

## Next steps:

- Management needs to continue the full staffing as it is right now — including the number of HAs — and add break relief nurses.
- We need to continue working towards uninterrupted break relief for all healthcare workers so that we can provide the best patient care.

## We can win safer staffing when we are united

Many of us are seeing changes in staffing on our nursing floors that will impact patient care but together we have the strength to make sure our patients get the staffing they need. On ICU and acute care floors, we are seeing management make unilateral changes to our staffing plans, which breaks our contract and state law. We need to show administration that patient care must be their first priority over their budgetary goals. Talk to your delegate or organizer to find out how we are holding management accountable to our contract and to Washington state Nurse Staffing laws.



“Staffing is important for safe patient care. On my unit at Swedish-Providence First Hill, we knew we needed a resource nurse and additional CNAs to be able to provide the safest care possible with our changing patient population. Through our unity, persistence, and dedication to our patients, we were able to win a matrix that reflects the needs of the unit and hold management accountable to implementing it.

In our staffing committee, Swedish management agreed to implement a matrix with increased nurses and CNAs. However, after we reached this agreement our unit manager held a vote on our unit, misinformed staff of what matrix we agreed to and implemented a different matrix all together. To hold Swedish accountable more than 90% of our department signed onto a petition and delivered it to our management team. In addition to our unity inside the unit we held management legally accountable for breaking the contract and the law. Now we have won full implementation of the matrix we need and that our staffing committee agreed to.

What I want you all to know is that **management will try to divide you as you take on the important fight of winning safer staffing for your patients.** I want you to know that **you can do it if you stick together and persist** through the difficult times. Show your unity, show your strength and I know we can win for our communities.”

**Delores Prescott, RN, Short Stay, Swedish First Hill, Vice President of SEIU Healthcare 1199NW**

## We won on healthcare costs

When Washington state proposed to raise premium costs on our PEBB (Public Employees Benefits Board) health insurance plans, we used our union voice to create the SmartHealth wellness program to keep cost increases down. Join your co-workers and log on to improve your health and earn rewards!

- Complete well-being incentive—\$25 Amazon gift card
- Earn 2,000 points on SmartHealth by joining and tracking activities—\$125 wellness incentive
  - \$125 deposit into your health savings account (if you have a consumer-directed plan)
  - \$125 reduction in your deductible (all other plans)



Learn more at [www.hca.wa.gov/pebb-smarthealth](http://www.hca.wa.gov/pebb-smarthealth)



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