

Growing our union: Dietitians Join Our Union



Dietitians from across Nutrition Services have decided to unite in SEIU Healthcare 1199NW for a voice in decisions that affect us and our patients.

Taking action and coming together with union co-workers across the hospital is the best way for us to make real changes on the issues



that matter most to us. That's why a super-majority of dietitians signed union authorization cards in support of forming our union to improve staffing and create a workplace that respects and retains our valuable contributions.



Joined by union members from across the hospital we delivered a message to our hospital administration and called on them to respect and recognize the union we are building.

Our union authorization cards have been filed with the Public Employment Relations Commission (PERC) who will verify that

a majority of dietitians have signed them. Once that process is complete our union will be certified.

Opportunities coming soon to support dietitians in our next step in completing bargaining surveys and membership cards.



"It's time that we make the connection between work place environment, wages, and benefits. All of these allow us to continue giving the best patient care. When we're overworked, patient care can suffer. It is so important that we all stand together, especially in these difficult times, to show that no

one can succeed when others struggle. Good benefits, a fair wage: these are things everyone deserves, regardless of job class. We all win when we fight together."

Alexa Halling, Dietician II



"I'm so pleased that the Dietitians have joined our union as they deserve the same opportunities we all have to have a seat at the table and to have a legally binding contract. Harborview is an amazing place to deliver care, but each of us as caregivers deserves respect and security too. I wouldn't want to be in

the UW system without a union and I was glad to lend a hand to dietitians as they begin this journey. Welcome Harborview Dietitians! We are all stronger together."

Kimela Vigil, Social Worker, Executive Board Member

Speaking out together: CS Techs win wage increases

In order to deliver the highest quality patient care, we need to be able to hire qualified new candidates to fill open positions and keep our most experienced staff. That's why we came together through our CS/DS/TCD Joint Labor Management Committee to tell management that the starting wages for Cardiac Sonographers was not high enough to recruit new graduates. We realized that CS tech positions were harder to recruit for than other sonographer positions because the starting wage for CS techs was lower than all of the other sonographer positions. We gave real examples of what happens when we don't have enough CS techs to serve our patients. At least one area community college didn't have any recent graduates that accepted jobs at Harborview. We know that if we want to have quality staff, Harborview needs to hire in at a higher step. Our unity worked! All CS techs will now be hired at step H instead of step A and our three currently employed CS techs were able to receive a bump in their pay. It is because we're in our union together and spoke out that we are able to raise standards like this at Harborview.



"It's important that we have a voice to work directly with management. The JLM meetings are a productive, collaborative gathering that allow management and staff members to discuss important hospital issues that require immediate attention that might otherwise be overlooked. It's because of these meetings and our rights as union members that the Echo lab not only learned about the large pay disparity between neighboring hospitals, but within ultrasound departments within the hospital as well. Once we united around this issue at a JLM meeting, it was quickly resolved to encourage staff retention and ease discontent."

Karl Fincken, Cardiac Sonographer, CS/DS/TCD Sonographer JLM member

URGENT ALERT:

Efforts to undermine our strength start now

Extremist group coming to Harborview means we need to stand strong

We know the difference our union makes: because of our contract we have won increases to our wages that are helping us recruit and retain staff. One special interest, the billionaire-funded extremist Freedom Foundation, sees that we're winning and wants to break our unity and stop the work we're doing to improve care.

The Freedom Foundation filed a public records request for all Harborview staff's first name, middle initial, last name, job classification, hire date, and work email. This information will be released by the state in the next few days.

If the Freedom Foundation uses this information to contact you, please let your union delegate or organizer know. They will be trying to entice us to quit our union, undermine our strong voice for safe staffing and better wages, and weaken our organization. We won't fall for their lies.

Together we are continuing to fight the release of personal information. We will keep you updated about this or any other request for your personal information.

Staying Stronger Together

It takes all of us working together to keep our union strong so we can win on staffing, wages and benefits, and safety. If we're not all in the union together management will try to rollback what we've won.

Here's what we can do to keep our union strong:

- **Commit** to keeping our union strong. If you haven't done so already, fill out a new union card at <https://joinseiu1199nw.org> and do your part to stay united.
- **Talk** to your co-workers now about why you're staying in the union and what we've won together. Connect with your delegate and Executive Board leader about what we can do next.
- **Watch** for mail, phone calls, or visits to your house from the Freedom Foundation about dropping your union dues. Don't be fooled: tell the Freedom Foundation that you're staying union strong.



We won accrued sick leave for Per Diems!

As a union, we know that sometimes we must reach beyond the walls of Harborview to make changes to improve our work lives and the lives of our patients. That's why we gathered signatures on statewide ballot measure 1433 and won paid Sick and Safe Leave to all workers in Washington State! By raising this standard across the state, we made sure it would raise the standard here at Harborview. Starting January 1, 2018, all workers in the state of Washington, including at Harborview, accrue one hour of sick time for every 40 hours worked. This means for the first time ever, per diem nurses at Harborview will accrue sick leave and be able to use it when they or a family member is sick. Additionally, we are now able to access our sick time when we need to take time away from work to remove ourselves from an unsafe situation at home, in the case of domestic violence.

We are united for equal pay for equal work!

Hall Health ARNPs do the same clinical work as our ARNPs in the Harborview clinics and yet management has refused to provide a 3% market adjustment that all of the other ARNPs and PAs received at the end of our last contract bargaining. We joined forces and signed a unanimous petition calling on management to fully respect and value the work the ARNPs in Hall Health do in the same way they do others.



"We are standing up for fair pay for our providers. Hall Health administration needs to honor the terms of our already-negotiated union contract from 2017. It will be our unity that shows administration they need to fix the current inequity. We will not be deterred or turn our backs on what has already been agreed upon, even when management unilaterally cancels mediation with no explanation."

Ada Otter, ARNP, Hall Health

