

Our unity pays off!

New wage increases effective July 1

Because we're united in our union we have a say in our wages and benefits. Our 2% wage increase went into effect on Sunday, July 1—watch your July 24 paycheck for this increase.

Our unity and action made the difference—when Harborview said NO to wage increases we wore stickers, signed petitions, marched on the Board of Trustees, and shared our message with the community in an informational picket. We need to continue to be united as we get ready to bargain our new contract together (this fall). When we're not all in the union together, UW Medicine and Harborview management will try to rollback what we've won. Our union raises standards for all workers and each of us needs to do our part to keep our union strong.



"It's about time that our salaries reflect the work and knowledge we have as RNs. We need to stay strong as a union to bring more pay parity to the full UW Medicine system."
Lisa Van der Velden, RN2, Respite



"We stayed united and stood together for this new increase to the stand by pay for techs. Now we are even closer to having parity with our other colleagues at HMC and UWMC. We need to continue our strength together to ensure we can keep raising these kinds of standards so that we can give the best patient care."
Melissa White, Medical Diagnostic Specialist, Radiology, Executive Board Member



We're stronger together!

New standards effective July 1, 2018

Increase .75 increase in standby pay for techs

2% increase across the board (4% over the last 8 months!)

New BSN premium

Elimination of ghost steps for RT, AT, END, SW, SWA, and HCS

No court case can stop us! We are Union Strong!

We rallied together and sent a strong message to UW Medicine and Harborview that we won't be divided and we won't let extremist groups roll back our wages, benefits, or staffing.

Community leaders including King County Executive Dow Constantine, Councilmembers Larry Gosset and Joe McDermott, and Seattle City Councilmembers Lorena Gonzalez, and Teresa Mosqueda joined with us to say UNION YES! When we speak out together we're raising standards in our jobs and also fighting to keep our patients safe.

Truth finder

Be on the lookout for misinformation from those who wish to divide us and undermine our power and ability to raise standards for patients and for us.



"You'll be hearing misinformation from the Freedom Foundation and others who want to undermine the work we do to make things better at Harborview and throughout the community. Before believing everything you hear or read, take the time to talk to me or your delegate, Executive Board member or organizer. I am proud to continue supporting our union – I'm counting on you for your support too!"

Nike Jawando-Williams, IONM, OR, Executive Board Member

Our union is strongest when we're all in. We use our resources to keep winning!

We all contribute our union dues so that we have the resources we need to raise standards. Our dues pay for things like bargaining, enforcing our contract, and helping new coworkers join our union. We contribute voluntarily and separately to our Healthcare Leadership Fund to help us elect political candidates who will stand with us to improve patient care and help win uninterrupted breaks or limits to mandatory call at the statewide level.

We decide how our dues are spent.

Across our union we elect our Executive Board to represent us from our worksites and select delegates to represent our units. As delegates we vote annually on our budget and our program plan for the year—that includes how we choose our priorities and plans as a union and how much of our budget is spent in each area. Every member in good standing across the state gets to vote on our union officers.

"Freedom" really means having a say in our wages, benefits and staffing—not opting out and giving up our voice.

The Freedom Foundation is one well-funded extremist group that is behind the attacks to weaken our union. They have our personal information and they may try to call, email, or visit us out at houses.

This group is funded by billionaire corporate executives who want to undermine our ability to keep improving care for our patients and ensuring our jobs can support our families.

They say that we can drop our union dues and give ourselves a raise, they'll say that you should have a "choice" and the "freedom" to decide if you want to be a member of the union. But what they don't say is that when we drop our union dues we weaken our power, and our management pays attention to how strong our union is. If we're not united, we don't have the strength to defend our wages, benefits, and even our staffing. This would give all of the power back to UW Medicine Harborview management to decide what our wages and staffing should be. In our last contract campaign they didn't want to raise our wages and they proposed an elimination of our Break Relief Program. Without any measure to hold them accountable, what else would they try to take away or roll back?

Our union is only as strong as we are—it's US!

The union is each of us! Nurses, techs, social workers, and Healthcare Specialists standing together and pooling our resources and taking action together is what makes us a union. From contract negotiations, grievances, Joint Labor Management Committees, disciplinary representation, and enforcing our contracts, to trainings for union members, our union is all of us using each of these venues to ensure our standards are followed and that we are able to provide the best patient care possible.

ALERT:

The Freedom Foundation is one extremist group that wants to weaken our strength. They filed a public records request for all Harborview staff information: 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.

They will likely use this information to contact us by phone, email, or even show up at our doors. They will try to tell us to quit our union and give ourselves a raise. But what they don't say is that if we leave our union we'll be weaker and without power to have a say in our wages, benefits, and staffing.

If the Freedom Foundation tries to contact you tell them you're standing union strong and let your union delegate or organizer know.

STAY UNION STRONG

 **SEIU Healthcare**
1199NW | United for Quality Care