



Our union difference:

Another 2% wage increase kicks in January 1, 2019

**HAPPY
NEW
YEAR!**

We know we are able to better retain and recruit highly skilled caregivers when we are fully valued for the care we provide to our community through wages that move us forward.

When we were bargaining our 2017-2019 contract with the University of Washington and Harborview, management said we would need to survive in the King County economy with measly increases of .5% and 1% a year. But we knew that those of us who deliver excellent care should make a wage that would allow us to thrive in the Seattle economy.

We took action to show our unity — we wore stickers and signed petitions, even took an action vote to authorize an informational picket where hundreds of our co-workers, patients, families, and community members rallied for higher standards at Harborview. We made our message clear and UW Medicine agreed to 6% across the board wage increases, spread in intervals in our two year contract. Our most recent 2% wage increase goes into effect January 1, 2019. Watch for this on our next paycheck!



"In our last bargain, we showed that when we stick together, we can raise working and staffing standards for us and our patients at Harborview. This year, we will join thousands of other SEIU Healthcare 1199NW healthcare workers in the

Puget Sound region at the bargaining table. This means that we will have power in numbers to win safe staffing, competitive wages, improved working conditions and a workplace where everyone has equal benefits no matter their age, race, sexual orientation, gender or economic status."

**Melissa White, General Diagnostic Sonographer,
Executive Board Member**

We are fighting to preserve our critical care RN/RN model at Airlift NW

Our flight nurse colleagues at Airlift NW are experts in transport of the most critically ill or injured patients, and we were appalled and disheartened to learn of Airlift NW management's plan to eliminate the critical care RN/RN flight nurse teams and replace with RN/Medic flight teams. While paramedics do essential and life-saving ALS care,



the RN/RN critical care model that Airlift NW has maintained for over 35 years meets the needs of our critical care pediatric/adult communities and works collaboratively with our field paramedic providers. This EMS model of world class paramedics on the ground and critical care nurses in the air has been successful through all seasons. But UW Medicine is prioritizing profits instead of patient care. All over the state, we have been signing petitions calling on management to withdraw their proposed care model change and work with us to identify other means to ensure Airlift NW remains a viable, essential service to our communities. We delivered these petitions to Lisa Brandenburg, Chief Health Systems Officer for UW Medicine, and Airlift NW management to show our unified opposition to changing our care model. We will continue to reach out to our allies in the community and across UW Medicine as we work towards alternative means to maintain our excellence in critical care transport across the WAMI region.



"UW's FIT plan to make more money is the driving force to everything that's happening right now at Airlift. The FIT initiative has created a panic within Airlift administration and rather than taking a deep breath, slowing down, and working with the staff to problem solve, they are taking the easiest possible road to saving money. For their plan to work, we have to acquire skilled, professional paramedics and pay them the salary they deserve, which means there will be no cost savings in the long run. The consequences of changing our model that has been successful for 36 years will have devastating impacts to the entire EMS system in the WAMI region. Airlift NW and UW management need to work with us, the experts in the field, to find other ways to save money rather than minimizing the quality of patient care to meet their FIT margins."

Kris Bauer, Airlift NW Flight Nurse

We worked hard to pass a better nursing staffing law — now it's in effect

Our vision is safe staffing throughout all of our hospitals and worksites that improves patient safety, employee satisfaction, and nurse quality indicators to help recruit and retain our amazing staff. That's why we went to Olympia to talk to legislators about strengthening the nurse staffing laws in our state so we can ensure every patient has the safe staffing they deserve. We prevailed, passing a new law which creates greater transparency and accountability for nurse staffing plans and the work of nursing staffing committees in hospitals.

The Patient Safety Act, HB 1714, represents a real step forward in our ongoing work to hold hospitals accountable for staffing so that nurses can deliver safe, high quality care to their patients.

What does the law say?

All staffing plans must be approved by the Nurse Staffing Committee, which is made up of union nurses and nursing management. CEO Paul Hayes will review our agreed-upon plans and provide feedback and changes if needed. Once the plans are approved, they must be submitted to the Department of Health and each day, Harborview must follow the staffing plans on every shift or run the risk of monetary fines.

How does the law help us hold Harborview accountable?

We've seen that Harborview nursing administration will change our staffing plans without consulting those of us who provide the nursing care. Recently, nursing management initiated the unapproved "Adjustable Matrix" without review or a vote in our Nurse Staffing Committee. We have already taken action by delivering a supermajority petition to CEO Paul Hayes calling for safer ICU staffing and to follow the Nurse Staffing Committee process for approving staffing plans. This new Patient Safety law provides a new tool to hold Harborview accountable to excellent, quality, safe staffing.

We can hold Harborview accountable for safe staffing when we complete the revised short staffing forms developed in coalition with our union, fellow healthcare unions and the Washington State Hospital Association. Each instance of short staffing will be reviewed by the committee; however, if the problem remains unsolved, the short staffing complaint is forwarded to the Department of Health. Soon, the short staffing form will be found on the HMC intranet. Meanwhile, short staffing forms can be found on every unit's union board or on our Harborview portal on our union website at:

<https://bit.ly/2FhZtWj>



"I am very excited to share the new Nurse Staffing law effective January 1, 2019. It holds management more accountable and transparent for maintaining the hospital staffing plan and be more inclusive of frontline nurses. However, it will take everyone's efforts, not only RNs but also HAs/NTs to fill a short staffing form on a daily basis as needed. Our fellow nurses on the staffing committee are ready to work with all staff to ensure safe staffing on every unit and on every shift."

Melanie Arciaga, RN, 5EH, Co-Chair of Nurse Staffing Committee

Our nurse staffing committee:

Melanie Arciaga, RN, 5EH, Co-chair
Cathy Callahan, RN, 4EH
Michael Trumbly, RN, MCICU
Andy Swanson, RN, ED
Yvonne McDaniels, RN, IR
Erica Springer, RN, 5MB

We can win for our patients and families! Lobby Days coming in 2019.

We are the experts on patient care. As frontline staff, we are in the best position to know what our patients need and what it takes to improve the care we provide. Lobby Day is our opportunity to share our stories with our elected representatives.

Our 2019 legislative agenda:

- Holding UW accountable to commitments they’ve made regarding our wage increases and improving their financial transparency to patients, taxpayers, workers, and our community
- Patient safety in hospitals — breaks and overtime protections for RNs, LPNs, HAs and techs.
- Behavioral health — investing in workforce recruitment and retention through funding increases, expanding programs clients need, securing no-barrier permanent supportive housing as well as step-down and transition housing, expanding substance use disorder treatment.
- Working toward racial justice by restoring affirmative action in our state, protecting immigrants in the workplace, and promoting alternatives to discriminatory cash bail.

We all need to come together and make sure our elected officials support us and our patients.

2019 Lobby Day!

UW and statewide Lobby Day: February 13, The Heritage Room, 604 Water Street SW Olympia, WA 98501

We will provide transportation from Renton.

Speak with your delegate or organizer if you're interested in attending.

Each of us in our union has a voice in bargaining our contract

Our Executive Board and delegates just launched our 2019 bargaining survey. Each of our union member voices is important in shaping the priorities and values for our bargaining team representatives. Talk to your delegate or organizer to get a copy of your survey. (Survey will close Tuesday, February 12)



2019 BARGAINING SURVEY

Forward Together with Strength



"How have built standards of care over the years is our contract by standing together and coming to the table as a patient team. This bargaining victory is important because we need to be able to use those management, our priorities and what we need for our patients and for us." We will take each of us raising our voices and acting together to make our voices heard. We need to stand up, come to our own table and work with each with the survey. Let's do this! NIA, NCA, BPCUC

We're bargaining for improved patient and client centered care, quality of life for us and families, and social, economic and racial justice.

This year, over 16,000 of us in Sweden from UW Medicine-Harborview Medical Center, UW Medicine-Northwest Hospital, and UW Medicine-Valley Medical Center, in Seattle from Providence Health System, CSE- Franciscan HolyCross Medical Center, Kaiser and MultiCare Good Samaritan Hospital. Our team are bargaining new standards to raise standards for us and our patients. Since 2015, we have had thousands of conversations across Harborview, Advent NW, and Valley Medical to unite, spread how to build our union and build our own standards. Each of us played a role in setting the pace of this work on our union rights - now it's time for us to raise our voices together to improve standards of Harborview and across our industry.

Bargaining is an opportunity to address issues that concern us. Show your input.

Return this survey to your steward or organizer by Tuesday, February 12.



Building our union strength

When we bargain, we are the strongest when we are united across all of our differences and when we recognize the value of the unique experiences and backgrounds that each of us bring to the table. In order to be the strongest and most representative union possible, we want to make sure each of us is well represented in our priorities and at the bargaining table. That's why we want to learn about our unique backgrounds, gender and our languages is speak, and our sages. Please share more about yourself to help build our strength and make sure our union is inclusive of everyone:

My race

My ethnicity

The language I speak at home other than English (if any)

My place of birth

My gender identity is ☐ Male ☐ Female ☐ Non-binary

Do you identify as LGBTQIA+? Yes ☐ No ☐

Stay updated

Please update your contact information so we may better communicate with you.

Name

Department/Unit

Job Class

Shift

Home email

Cell phone*

* If providing your phone number, I understand that SEIU and its locals will not release this information. I understand that SEIU and its locals may use this information on a periodic basis to contact me about union matters and for emergency alerts. Contact me and do not make any time calls. Please text to 387373 to stop receiving messages. Text HELP to 387373 for more information.