



**BARGAINING UPDATE**

# Forward Together with Strength: We voted yes for our values for bargaining



We are united for our values in bargaining. It will take all of us to take action to win these priorities for us and our patients. We voted nearly unanimously to prioritize quality wages, recruitment and retention, racial justice, and safer staffing for our contract bargaining this year.

## Wages and benefits that support us in the King County economy

We have had enough of wage increases that don't go far enough to match the rising cost of living in our area. That's why we voted to join UW union coalition bargaining and bring our voices and our values to decisions about wages that impact us. In years past, other UW unions have bargained before us, and have set the standard for the wage increases. Because we united with our union colleagues, we were able to secure an agreement that could bring us 4% a year or higher over the next two years and a fully funded UPASS. As in years past, this agreement will set the floor for what we bargain in 2019.



### "Our bargaining team is saying..."



"It's all of us, the staff of Harborview who make this hospital special. We have to be united around safe staffing because we know best what our patients need. We need to fight for racial justice because when one of us is not valued because of the color of our skin or our gender it impacts all of us. We need to work towards higher wages because our community cost of living keeps going up. Bargaining is our chance to bring forward our issues and each job class, unit, and member has a voice in advancing our priorities."

Zeynab Jama, RN, BPICU



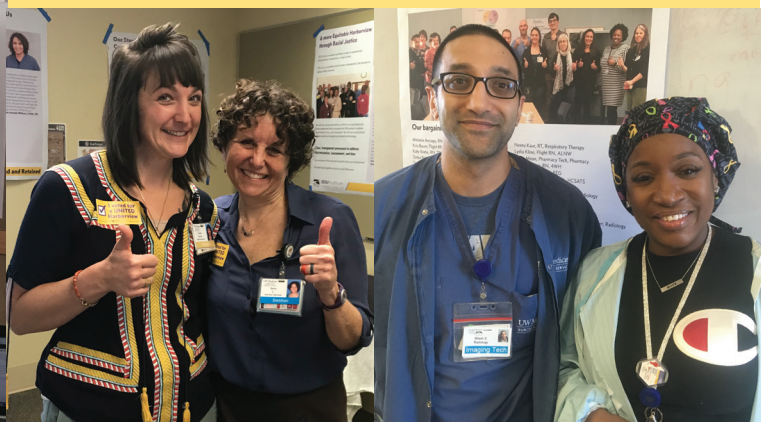
"UW is asking us to bear the brunt of meeting their FIT profit margin goals by not respecting our contract, closing bases at Airlift to avoid spending overtime, and not backfilling vacant positions. They have proposed a change in our RN/RN flight team model so they can save money. It's unacceptable that the University of Washington is placing the burden on us and our patients to make them more money."

Lydia Kline, Flight Nurse, Airlift NW



"As we go into bargaining season, we need to remember in times like these of cut backs and a focus on saving money, we need to make sure we stick together in bargaining, take action, and fight for the safety of our patients and fellow staff members."

Melissa White, General Diagnostic Sonographer, Radiology





Recruitment and Retention: One standard within UW Medicine

We need compensation standards that reflect our service and retain our skills in service to our community. Standards that attract top talent to our specialties will help us retain and slow the flight of experienced healthcare workers from Harborview to higher paid jobs. Our patients need experienced, dedicated healthcare workers at our region’s Trauma 1 center.

- Parity with UW Medical Center premiums and differentials
- Job class market adjustments
- Faster vacation accrual

Safer staffing for us and our patients

We have a voice in the staffing our patients need. When we are in an agreement about our staffing plans, Harborview needs to be accountable to them. We will propose ways to strengthen our current staffing laws to make sure that our staffing plans are upheld on every shift and strengthen our break standards across the hospital.

Update on our contract and our Breaks and Overtime bill

Our wages and our working conditions depend on elected officials making the right choice to vote for healthcare workers and patients through legislation. Our Breaks and Overtime bill would guarantee uninterrupted breaks for all licensed healthcare workers in hospital settings. Talk to your delegate or organizer about attending a town hall on Saturday, March 16 in Seattle to tell your stories about how you and your patients are impacted by missed rest breaks.

Our bargaining team is strong!

- Melanie Arciaga**, RN, 5EH  
**Kris Bauer**, Flight RN, ALNW  
**Katy Brehe**, RN, TSICU  
**Sonja Bring**, HCS, Surgical Services  
**Scott Canaday**, Angio Tech, Radiology  
**Karen Conger**, Registered Dietitian, Nutrition Services  
**Sam Conley**, RN, 3WH  
**Lori Davis**, RN, MCICU

- Nick Escobar**, RN, 3EH  
**Melissa Flood**, Anesthesia Tech, OR  
**Annika Garman**, Registered Dietitian, Nutrition Services  
**Heather Gates**, HCS, Respite  
**Joe Hufford**, RN, Pioneer Sq. Clinic  
**Nike Jawando-Williams**, IONM, OR  
**Zeynab Jama**, RN, BPICU

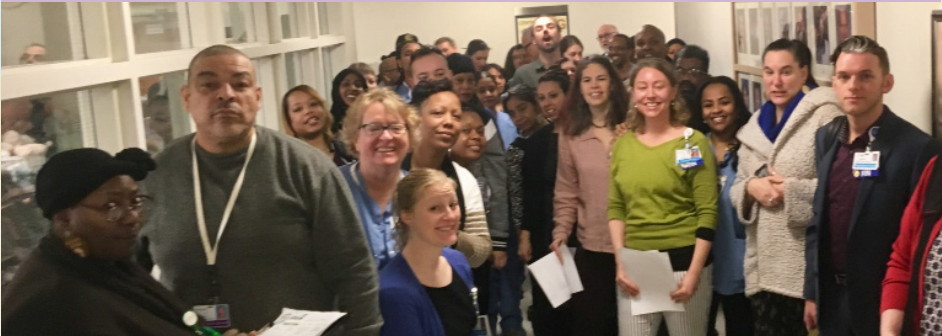
- Neeru Kaur**, RT, Respiratory Therapy  
**Lydia Kline**, Flight RN, ALNW  
**Nisay Mean**, Pharmacy Tech, Pharmacy  
**Peter Njoroge**, RN, 4WH  
**Chris Pearson**, END, EEG  
**Chrys Potuzak**, Social Work, HCSATS  
**Pat Racioppo**, RN, 7EH  
**John Ralston**, Imaging Supervisor, Radiology

- Olga Ramirez**, RN, 3EH  
**Michael Trumbly**, RN, MCICU  
**Kimela Vigil**, Social Work, Women’s Clinic  
**Melissa White**, General Diagnostic Sonographer, Radiology  
**Linda Wilson**, RT, Pulmonary Function Lab  
**Grace Yang**, RN, BPICU

A more equitable Harborview through racial justice

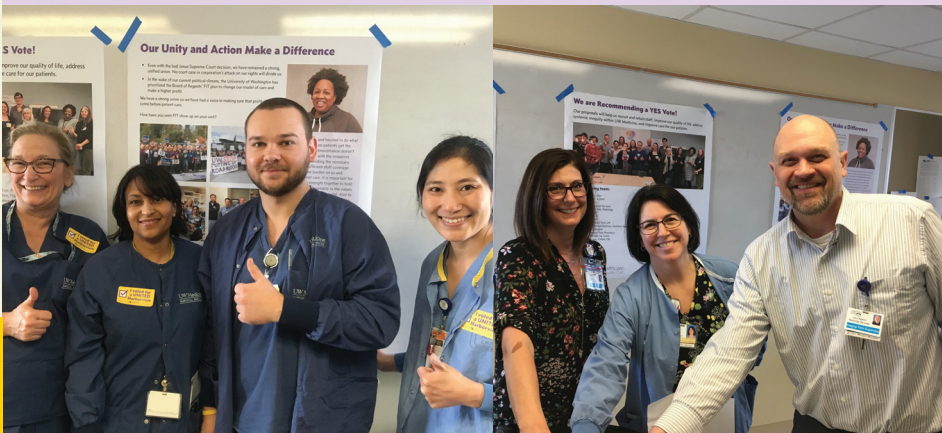
Over 45% of us said we have seen or experienced discrimination, harassment, or bias at work. It’s unacceptable for any one of us to experience disparate treatment while at work and that’s why we will be approaching bargaining through a racial justice lens and working to address systemic barriers to fair, respectful treatment of everyone at Harborview. We will work within our leadership teams to confront our own biases and raise up our leadership skills so that when we are experiencing discrimination, we are better prepared to unite and fight for each other. We will propose clear, transparent processes to address discrimination, harassment, bullying, and bias while at work that give more power to the person experiencing the mistreatment than to the University of Washington.

Update on Women’s Clinic fight for Racial Justice



“We needed to march on the Harborview Board of Trustees because white workers are being treated differently than black workers in our clinic. Black workers tend to be treated unfairly, scrutinized in a way white workers are not, and treated poorly. When we attempted to bring these concerns to HR and to Paul Hayes they really weren’t able to address our concerns. We’ve been working on this for seven months and still have not had a formal investigation into our claims. We are going to keep trying and won’t give up but it’s clear to us at this point that HMC administration is ill equipped to address concerns of racism in the workplace. They seem to be floundering in their responses and we need to see a more clear-cut way of addressing concerns of racial inequity in our workplace.”

Erin Saavedra, RN, Women’s Clinic



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