



Building a Just and Equitable Harborview

We're calling on management to engage in a new relationship with us. We shared with administration in our first bargaining session that we value our commitment to our patients and the mission of Harborview. Frontline staff are the face of Harborview to our patients and community. Valuing our patients also means valuing us. That looks like investing in staff to recruit and retain the top caregivers, prioritizing racial justice, parity across UW Medicine, staffing so patients have access to the care they need and staff get the rest they need, and settling a contract in a timely manner.



our colleagues united behind us."

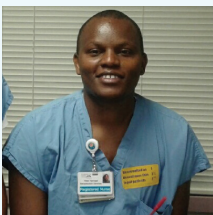
"Having experienced the bargaining process before, I thought the session would be the same. However, the dynamic in the room with my coworkers seems more positive. We are a cohesive strong and diverse team that has entered into this process with confidence and power. I am confident we can win a contract in a timely manner with

Nike Jawando-Williams, IONM

Justice on the job

Bias is present at work and we have a responsibility to recognize it and address it. Racial discrimination shows up in many different ways both subtle and overt. Our proposals have a racial justice analysis in order to ensure the systematic fair and equitable treatment of people of all races.

- Improved Sexual Harassment Trainings
- Appropriate lactation facilities in all locations.
- Bathroom equity. We need gender neutral bathrooms accessible to staff in all locations
- 1 year to file grievances that involve discrimination, harassment or retaliation.
- Interim measures based on our input must be taken to create a safe working environment to ensure our safety when we report involve discrimination, harassment or retaliation.



"I think it is great management provides an online training to address harassment and discrimination but some people click through quickly because of lack of time. The computer only training isn't enough. We still see harassment and discrimination happening and sometimes those behaviors are subtle. We need to change how we do harassment and racial discrimination training"

Peter Njoroge, RN 4W

"The issue of clean and private lactation rooms is definitely about employee health since delaying milk expression is bad for the parent. Requiring access to a refrigerator also just makes sense. Making it easier and safer to pump will also help keep new parents in our workplace, so they don't have to make the choice between their newborn's health or their own. Ensuring gender neutral bathrooms for all our campuses is likewise essential to respecting our employees and helping keep them safe. By requiring these facilities at all our locations we can help make employees safer and healthier throughout the Harborview system and its satellite locations."

Sam Conely, RN 3W



Equal voice in the changes that impact us

- Monthly RN JLMs to address the many changes happening in units across the hospital
- A Clinic JLM to discuss working conditions specific to our clinics
- Dietician JLM to ensure a smooth transition to our new relationship with management
- New NEO process that allows us to better introduce our new colleagues to our union and values
- Management will respect our internal processes regarding our union membership

Our next steps to build our unity Our strength is with each other and our shared values. We will be having conversations across our hospital to build our community that will drive us through bargaining. Our bargaining team members will be reaching out to all of us to talk about our priorities in bargaining and how we are uniting to show administration we are committed to supporting each other and supporting our bargaining proposals.



"I am in awe of how impressive my colleagues at Harborview are! Seeing the commitment to shared values like taking care of our community, both staff and patients, is inspiring. Being united with a large group of people who are committed to the same mission is how we will win a contract that works for everyone."

Karen Conger, Registered Dietician



Alert: Breaks and Overtime passed in the State House

Our political allies in the State House just passed Breaks and Mandatory Overtime protections we have supported for years. We have work to do to ensure the Senate passes the same legislation as the House so more of us can benefit from breaks and bans on mandatory overtime. Talk to you delegate or organizer about attending a town hall to thank members of the House and to let the members of the Senate know they should join their colleagues in the House.



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