

Social Workers are standing up for access to social work services for our patients!

When management announced a restructure of inpatient social work into a Care Management model, we knew we needed to raise our voices to ensure our patients are able to access social work resources. We wore stickers and told the Board of Trustees and CEO Paul Hayes that Harborview Administration's plan to remove inpatient Social Workers from the Social Work department does not live up to our mission. We called for a patient-centered approach to discharge planning and an end to short staffing of inpatient social work. Management's plan to change how patients are referred to social work will result in missed opportunities to provide care for our community. Our patients need Social Workers to be able to self-refer to patients. This is because we are constant advocates for patient care, identifying not only potential gaps in care and social barriers to health, but also identifying significant medicolegal issues that must be addressed for the sake of patients and to fully live our mission. Harborview's plan to change inpatient social work will not serve its employees, community, patients or families well. The current treatment of social work does not reflect administration's stated goal to be the employer of choice, put patients first, or practice fiscal responsibility because increased staff turnover will result in more costs.



**Respect
Social Work**
SEIU Healthcare 1199NW



"The impact of poor staffing is felt by all of us in social work, in difficulty scheduling leaves and continuing education, missing breaks, working overtime and double coverage. But the brunt of the consequences are felt by patients. We are unable to create discharge plans or attend to other critical needs in a timely manner. Poor social work staffing is diluting efforts to reduce length of stay."

Miranda Carruth, Inpatient Social Worker

We had our first demand-to-bargain session with administration over these proposed changes to inpatient social work. We shared our values of a patient-centered approach that allows our patients full access to social work care. We will continue to advocate for our patients and values as we bargain with administration.

Do you have a story of how inpatient social work has served our patients? Send your social work story to ambers@seiu1199nw.org.

Dietitians win a schedule that preserves our FTEs and works for patients!

When management proposed changing the schedules of our part-time outpatient dietitians (RD's) to full-time without discussion or input while we were unionizing, we knew we had to speak out. We united and took many actions, including petitions signed by us and other job classes including doctors, letters to King County Council, and marches on CEO Paul Hayes. We also used another tool we have as union members, filing a demand to bargain changes to our schedules, which is our union process to bring our own ideas and solutions to meet the goals and mission of Harborview when management proposes changes to our working conditions.

By working together, gathering data, consulting with clinics, building our own schedule, and staying united behind the plan, we convinced management to agree to our schedule, which meets the clinic needs and maintains our part-time FTE's. In addition to winning a schedule that works for us and for the patients, we showed management how we have been doing a lot of administrative tasks and have been responsible for problem-solving patient care issues outside our scope of practice and responsibility. We told them clinics frequently don't have the room for us or don't allow us to schedule our own patients. These factors have been taking away from our ability to provide direct patient care. Because we were able to have a direct conversation with management about this through our demand to bargain, we secured a commitment to work together as union members and management to identify what additional resources are needed for us to provide the best care possible.

We know we can solve issues of care and coverage when management follows our union processes and meets us at the table as equals. We call on HMC management to continue to include us in important decision making regarding patient care and let us help make HMC the best place to receive care and to work!



"Joining together in our union was a whirlwind, and I'm so thankful we joined! We collaborated with management to create a mutually agreed upon

schedule that best fits clinic needs while allowing us to maintain our part-time hours. For me, part-time hours help preserve work-life balance which improves patient care in the end. During our negotiation, I felt we were heard and I feel we are a stronger team now."

Lisa Messerli, Registered Dietitian

We are preparing to stand together in our 2019 Contract Bargaining



We’ve seen how UW plans to bargain with us for our next contract. In coalition bargaining with WFSE and SEIU 925, we saw UW put takeaways on the table to change overtime, schedule guarantees, and only provide measly wage increases that won’t help us thrive in this economy. We will have to stick together and take even more action if we want to secure wage increases, improvements to staffing, and parity across the UW Medicine system. That’s why our co-workers who sit on our Executive Board, Joint-Labor Management Committees, Nurse Staffing Committee, demand-to-bargain committees, and delegates came together to work on our strategic plan for 2019. We will use all the tools in our tool box to hold UW accountable to us, our community, our patients, and our Harborview mission. Talk to your Executive Board member, JLM member, delegate, or organizer to learn more about our plan.

Next Steps!

- We are holding membership meetings on every unit so we can share our plans for 2019 bargaining. Talk to your delegate about scheduling your unit meeting!
- Look out for our 2019 Bargaining survey rolling out soon so that each of us can share our priorities for bargaining.

We are electing Healthcare Champions to Olympia!

We take action outside of Harborview to ensure our patients get the best care possible. That’s why we have been talking to our neighbors each weekend to ensure our healthcare champion candidates are able to advocate for us and our patients in Olympia.

