

# For our patients, for our future

## Coming together to build a better UW for all

### Our patients receive better care and our jobs are more rewarding when we have a voice in our work.

Uniting and taking action with our co-workers within the Northwest clinics is the best way to make real sustainable improvements and stand up for our patients and professions.

- By uniting together in SEIU Healthcare 1199NW, a union for all healthcare professions, we will have greater ability to advocate for ourselves, our patients, and our clinics at large.
- Unions work because a legally binding contract gives frontline staff a seat at the table with management allowing us to share our lived experiences to inform decision making on the things that impact us: our wages, benefits, staffing, educational and career development opportunities, and other working conditions.
- Union clinic workers across puget sound have seen increased communication, transparency, respect and fairness in a union workplace.

### Better Jobs = Better Care



"Last September marked my 20 year anniversary working as an ARNP at UW. I value the education and care I have provided my many patients over the years.

The first 19 years I worked at UW, it was without a union contract. When I think back on the years we were non-union staff, we had no real ability to lobby for our benefits and working conditions. The gains that have

occurred in just one year in the union are pretty amazing to me: improved steps on the salary scale, regular and scheduled cost of living adjustments so we can plan for our futures, recognition of our certifications and preceptor work. It wasn't just that increase in salary but improved access to continuing education funds. Our contract makes us feel valued and appreciated. We are a stronger team and can provide even better care knowing we have a way to advocate not just for our patients but for ourselves as well."

**Diane DerBoghossian, ARNP,  
Hall Health Clinic, University of Washington.**

***Our contract makes us feel valued and appreciated.***

### Our Colleagues Stand With Us



"I'm excited that our coworkers in the clinics are ready to join us in our union. This is a very unique opportunity for non-union workers to view the proposals and for every one of us to stand united together along with our bargaining team members who have been working tirelessly to put together a fair and strong proposal for each employee and also for our families."

**Giang Cao, Echo & Vascular Tech Lead,  
Northwest Hospital**

Come by at one of the following times to see our unions' proposal process and help identify our priorities for bargaining this year.

3/20	7am - 9am & 11am - 1pm	Small Dining Room
3/20	11am - 2pm	OPMC, PT Break Room
3/20	3PM - 5PM	CPU Room
3/21	11am - 1pm	Small Dining Room 3
3/21	3pm - 5pm	CPU Room
3/23	12pm - 2pm	Small Dining Room

# Q&A

## How much are dues?

Dues are 1.8% of our gross income or \$18 for every \$1000 we earn, with a cap of \$90 a month for members earning over \$60,000/year. We will not pay dues until after our first contract is negotiated and we as members approve and ratify our contract & raises.

## I have a good relationship with my manager. Can I keep that relationship?

Managers and staff at union clinics talk, work together, and have open, direct and supportive conversations on a daily basis. The union we create at Northwest Clinics will be our organization, not a third party. We will decide what our priorities are and what we want to work with management to address.

## What are our rights? When can we talk about our union?

Our right to form our union is protected by federal law. We have a right to speak about the union, show our support for the union, and actively participate. It is illegal for management to ask how we plan to vote or surveil our union activity. It is also illegal for management to discriminate in any way against employees for supporting the union or to say or imply that support for a union would result in the loss of jobs.

It's unfortunate that a few managers at our clinics have tried to influence employee decisions and have spent time discouraging folks from participating in the discussion. It doesn't have to be that way. Our employer entered into a good faith agreement that managers would remain neutral, and has committed to hold every manager to that agreement (see letter aside).

However we know that it is up to us to reach out to our coworkers and make sure our rights and those of our colleagues are respected. We can do this by sharing our stories with each other and ensuring everyone understands their right to be a part of our union moving forward.

If, for any reason, you feel uncomfortable or have questions about things management says or does in the coming weeks speak to a member of our organizing committee or call 425-919-4131

Follow us and be part of the conversation  
@SEIUHealthcare1199NW  
seiu1199nw.org



## My union story:

### Respect and Communication



"I've been an MA for over 25 years. I'm able to advocate for my profession and patients. One way that we do that is with our Joint Labor Management Committee. We have the ability to work collaboratively with management when issues arise at the clinic. We've used it to successfully address MA staffing levels. We are able to come together to find real solutions that

make sense to staff and prioritize patient care, that's better for staff, patients and management."

**Teri Lindsay, MA, Kaiser Permanente**

## Letter to Management

February 20, 2019

### To Managers and Supervisors of NWH Ambulatory Clinics:

Northwest Hospital respects employees' rights to form a union and honor their legal and contractual rights to do so without fear of interference.

Northwest Hospital has taken an additional step in signing a Memorandum of Agreement with SEIU Healthcare relating to union elections. Our memorandum indicates that administrators, supervisors, agents or other representatives of Northwest Hospital will remain neutral and will not oppose attempts by employees to organize or select a collective bargaining representative and will not take any action or make any statement that directly or indirectly states or implies any opposition by the employer to the selection by the employees of a collective bargaining representative.

NWH is committed to ensuring employees can make decisions related to union representation free from employer interference including:

- Honoring all federal labor laws which enable all employees to engage in union activity and speech free from management retaliation and surveillance.
- Management will not interject in conversations between union staff and volunteers and employees.
- Management will not interfere or remove union literature or symbols.
- Management will not attend or observe union meetings.

We look forward to working with employees if they choose to execute their union rights.

*Sincerely,*

Anne M. Torres, SPHR  
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**UW Medicine**  
NORTHWEST HOSPITAL  
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