

Value Our Patients, Value Us

Harborview needs to value the work we do to care for our patients. Valuing us looks like making sure we are able to afford to live in the community we work and that we aren't paid less than colleagues in UW Medicine doing the same work. Valuing us means recognizing time sacrifices we make have the same impact on our lives no matter the title of our job. Valuing us means recognizing and supporting us when we have life changing events.

Wages that Recruit and Retain: 5% and 5%

The time is now for the university to make frontline staff a priority in their budget. Year in and year out we have been told by administration we need to sacrifice our personal finances so the university can balance the budget. It is hard to recruit and retain top caregivers when area hospital pay more and the cost of living in our community has been skyrocketing. We proposed a 5% across the board wage increase in year 1 and a 5% wage increase in year 2 so we can stay at Harborview and recruit healthcare workers to join us in carrying out our mission.



"Now Harborview has money that we helped secure through legislation. With the cost of living in Seattle and the surrounding area, 5% and 5% will barely keep up with expenses, rent, and transportation going up. We need to be able to support our families and households and thrive. We need to be able to live a commutable distance to HMC. Harborview has an expectation

for some members to be at the hospital within 30 minutes or an hour. When we have so much traffic, we need to have wages that allow us to live close enough to make it in that time frame."

Grace Yang, RN, 9EH BICU

A Better Quality of Life: Changes in FTE

We need the ability to change our FTE so we can stay at Harborview even when a life change happens. That means we may need to decrease our FTE and then increase it when our circumstances change. When we want to go to school or need to care for a newborn child, we shouldn't be told there is no longer a position for us at Harborview. It is disheartening to see people who love Harborview and who we have invested education and training leave. We can retain our colleagues thinking about leaving if Harborview gives them the respect to allow changes in their FTE to accommodate their life needs. Harborview used to respect us in this way and they can do it again.

Value our Charge RNs and BSN

BSN Premium: \$1.00
Charge RN Premium: \$2.50



"When I started at Harborview it was encouraged to get a BSN. I spent the same amount of time and money on my BSN as the staff at UW and I have the same cultural competence and ability to conduct research that the BSN gives you. If we want to reach magnet status as a hospital, management needs to show they value this degree and pay us

the same as the folks at UW medical."

Sam Conley, RN, 3WH

Equal Pay for Equal Time

We work 24/7 as a Level 1 Trauma Center and evening, nights and weekends are critical to how we care for our community. Our shift and weekend premiums recognize impact to our personal lives when we work these shifts not a skill difference. To serve our patients we spend less time with families and friends during the hours they are not working. Studies have documented how working nights is detrimental to our health. We all need to be recognized for our sacrifices with one premium standard for, evenings, nights and weekends.

Proposed Premiums

All members

Evening shift \$2.50

Night Shift \$4.00

Weekend \$4.00

Precepting \$1.50

Standby \$4.00



"Inpatient social workers are required to work weekends like other front line workers. But there is a discrepancy between how management recognizes our evenings, nights and weekends. For some parents, working weekends require extra cost for childcare. The cost for the extra childcare is not based on people's wages. Everyone's dedication to provide quality care should be valued as equal."

Miranda Carruth, MSW

Valuing Our Advanced Practice to Keep Our Patients Alive

ECMO Premium for RNs and RTs: \$4.00



"Respiratory Care Practitioner are integral part of the health care system. We work hand and hand with RNs taking care of critically ill patients. Respiratory care Practitioner and RNs have taken upon themselves to do ECMO training. It is a skill set above what RTs do at the bedside involving intensive training and competencies

every year. We are working diligently at the bedside to save a life. We need pay parity with UWMC and to be recognized for all our hard work and empower more RTs and RNs to learn these important skills."

Neeru Kaur, Respiratory Care Practitioner

Pharmacy Tech Market Adjustment

Our hospital needs us to be able to efficiently and safely move medications across the hospital. When there are too few of us to work in the Pharmacy, it creates delays and puts added stress on all of us. We see co-workers in pharmacy come to gain experience and then leave for higher paying jobs. We are proposing a 5% market adjustment for Pharmacy Tech 1, Pharmacy Tech 2 and Lead Pharmacy Techs so we can stabilize our staffing.



“Seattle is an expensive city to live in and our wages make it difficult to live near Harborview. Most techs commute over an hour just to get to work. We lose a lot of techs because they want to live closer to home so they can spend more time with their families. We make less than other area pharmacy techs and that makes it difficult to retain experienced techs. We need a market

adjustment for pharmacy techs.”
Nisay Mean, Pharmacy Tech 2

Winning in the State Legislature for Our Patients, Community and Families



Our unity and action including interviewing legislative candidates, knocking doors, contacting our legislators to hold them accountable, and participating in our Healthcare Leadership Fund lead to many legislative breakthroughs that will help our patients and community receive the care they need.

- We helped secure \$20 million in additional funds for Harborview over the next 2 years.
- Financial transparency and accountability for the University of Washington so we can ensure money made in our system goes to patient care and to recruit and retain the best care providers.
- A work group to create a single payer health plan so everyone in Washington can access affordable care.
- End to surprise medical billing that can leave patients with large medical bills when a patient accesses health care at an in network provider but some services are contracted to an out of network provider.
- Our Hall Health colleagues secured Raises Year 1: 3% Year 2: 3%.

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