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**Airlift Northwest
Harborview Medical Center**

May 15, 2019

BARGAINING UPDATE

Patients, Not Profits

Airlift NW and Harborview members are united to ensure our community continues to have access to the highest quality of care. For 37 years, ALNW has provided care for our community. Our mission has always been to serve our community regardless of a patient's ability to pay. We respect all patients and believe everyone has a right to excellent and compassionate care. We are a public service that is our communities' only choice when they need two Critical Care Nurses to safely transport them. It is unacceptable that the University of Washington would rather dismantle our standards that we have built over the last 3 decades, rather than collaborate with us to ensure our community continues to have access to high quality healthcare.



We took action with our co-workers across all of Airlift and Harborview and were joined by State Representative Nicole Macri to send a strong message to UW Medicine — We won't accept cuts to emergency critical care for our communities. We won't be divided and will continue to stand strong for our patients, our families, and our communities that depend on us!

Administration brought over 30 proposals. Most of them erode standards we have built over the years to allow us to provide excellent patient care. Their proposals are in the name of a 3.8% profit margin – higher than any other UW Medicine affiliate. They propose we carry the burden of this profit margin goal following years of poorly planned spending. UW has made short-term profit driven decisions like closing bases instead of paying over time. This cuts off our community from the care they need and has allowed competition to build relationships in our community.



"The proposals from management are a complete disregard for a group of professional nurses that are committed to providing an essential service to our communities. Using patient care to make your bottom line by closing bases and not filling shifts is 110% unacceptable. STOP making profits more important than patient care.

Seasonal bases are a bait and switch with our communities. It compromises our integrity as a company and as flight crews who continually message to our requestors that we will be available when they need us so we can continue "Saving Lives Together" or so we have been rebranded. Let's make it crystal clear, right here, right now ... we, the RNs are NOT the problem. We are the ones providing high quality care to those that need us the most at their most vulnerable times in their lives. We will not be divided."

Mikaela Hagberg, ALNW, RN, Arlington



"The fact that anyone thinks that we as a group of nurses would agree to so many blatant disrespecting changes is absurd. Airlift has prided itself as the best and for management to bring these proposals to the table makes a statement that management thinks we are valueless. The

mission of this company states "every person has the right to the HIGHEST quality, lifesaving care." These changes say something very different. To me it says Airlift doesn't want to pay for or work with the best. Airlift wants to pay the bare minimum and not educate us any more than they have to. It also states that administration only wants to provide quality care when it is convenient for them."

Dajin Perkins, ALNW, RN, Juneau

More on the back!

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Management's takeaways:

- Allowing management to close bases seasonally, cutting off emergency care to whole areas of our community
- A pay cut in the form of the elimination of our evening and night shift premiums (this would amount to approximately \$4,000 per year per nurse)
- Giving management the authority to change our schedules with 2 days or less notice at their discretion, and elimination of official duty stations
- Elimination of the certification premium if the certification is deemed necessary for your position (ex, CEN, CCRN, CFRN)
- Elimination of overtime pay unless at the Employer's discretion, striking overtime pay for sick calls, time worked beyond a shift,
- Making mileage and per diem reimbursements at employer discretion
- Giving management the ability to start hiring temporary/seasonal employees (5 months to <12 months)
- Decreasing continuing education hours by half
- Continuing the practice of sending staff home and forcing us to use leave without pay or our vacation time
- Cut sick call coverage going to base first, call would go out to all immediately.
- Only requiring management to meet with union delegates (JLM meetings) quarterly instead of monthly to address labor concerns, and eliminating some requirements to negotiate changes in working conditions
- Cutting internal job posting timelines in half and allowing management to prioritize job transfers to non-union employees at Airlift
- Re-writing of seniority and lay-off language utilizing random chance method to determine seniority tiebreakers.



"Management's proposals are disrespectful and devalue high quality critical care that nurses provide. Though not physically attached, ALNW is our flying ICU. A strike against ALNW nurses is a strike against Harborview nurses. You can't divide us, we stand with ALNW." **Melanie Arciaga, RN, 5E**



"I haven't flown in a helicopter before. I don't know what it's like to be an airlift nurse. But I know what night shift is. I worked it last night. I know what the commute from Bellingham to Seattle is like, I've driven it. And I know how important it is to have a schedule you can rely on. As a Harborview nurse I see the terrible possibilities for me in these proposals. My unit has scheduling holes and I don't want to imagine what it would be like to rearrange my schedule at my employers discretion. How anyone with kids can rearrange their schedule in 48 hours is beyond me. I'm having trouble imagining taking care of my dog with that." **Nic Escobar, RN, 3E**



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