



# Management's Proposals take us Backwards — We Need Guarantees for Safe Patient Care and Quality Jobs

We voted this year to do bargaining differently. We partnered with UW in our legislature to increase funding for Harborview and the University of Washington so that we can fund important recruitment and retention standards and safe patient care. Our proposals reflected our values: a partnership for Organizational Equity and Inclusion, equal pay and benefits for equal work within UW Medicine, a strong voice in the staffing our patients need, and compensation that allows us to thrive in Seattle. While management didn't bring all of their typical takeaways to bargaining this year, their proposals send a clear message: management of UW Medicine and Harborview Medical Center want to eliminate commitments they've made to us about pay, staffing, and working conditions. They have proposed to strike language guaranteeing break relief nurses, adding the ability to change our schedules with less than a week's notice without consent, and limit our role as union members in advocating for safe patient care.

UW Medicine administration are saying to us with their proposals to trust them, that we don't need commitments in writing for them to uphold our agreements. Management's proposals eliminate language we've had for decades, and while management has said to us, "we are committed to continue current practice", we have seen many ways over the last couple years that management doesn't uphold their verbal or their contractual agreements. Why should we trust an administration and executive team who already doesn't uphold their agreements with frontline staff?



"Management has made proposals that take away previous commitments we fought very hard to win. Without a union, they could simply take these away. I feel fortunate to be a member of an extremely strong union. Our unity is our strength. We won't accept takeaways to erode patient care and make it harder for us to thrive in Seattle. Our union difference is that we can unite to fight back against management's proposals that aren't right for us or our patients. We can unite to fight for standards that empower healthcare workers and provide economic opportunity to each of us so we can continue to be here for our patients and community."  
**Nike Jawando-Williams, IONM, OR**



"I don't trust UW Medicine Executives to uphold our commitments if we don't have it in writing in our contract. The Board of Regent's FIT plan is more important than us workers and patients. For all of us who do call, management proposed to take away the 2.5 hour pay minimum when we are called back to work. Their proposal shows me that they couldn't care less about me and my family when I drive back to Harborview in the middle of the night to provide care to our patients. We've had co-workers get in car accidents because of coming into the hospital on call. We risk our lives getting on the freeway in the middle of the night to come to the hospital. If the case gets cancelled, management's proposals would mean they wouldn't even want to pay us for coming into the hospital at all! The two and a half hours pay standard we currently have is how we are valued for these risks we take for our patients."  
**Melissa White, Diagnostic Medical Sonographer Lead and Karin Lund, Diagnostic Medical Sonographer Specialist**

### Management's proposals erode our standards:

Our Values	Our Proposals	Management's Proposals
<b>Staffing for quality patient care</b>	Maintain our breaks commitments and expand break relief nurses to 4WH Rehab	Strike language guaranteeing our break relief nurses and pay for missed or interrupted breaks
	Maintain that our schedules cannot be changed without our consent	Ability to change our schedules with only five days' notice for up to a month at a time without our consent
	Maintain 12 hours rest between shifts	Decreases our rest between shifts from 12 hours to eight hours
	CEO must approve staffing plans from the Nurse Staffing Committee and any changes to staffing plans must be approved by the committee	Strikes language guaranteeing we will be staffed according to our agreed-upon matrices
<b>Compensation and premiums</b>	Premiums to match UW Medicine	No premium increases
	5% per year Across the Board wage increases	*management did not provide an across the board wage proposal*
	Standby premium of \$4	No minimum pay for when we are called into work when we are on standby
	Maintain our standards so we can accrue comp time or be paid overtime	Ability to deny comp time accrual and limits to comp time accrual
	A free UPASS for all of us	No free UPASS
	Increases to shift differentials to reflect that equal work should have equal pay	No increase in shift differential
<b>Our voice in patient care</b>	Add a Clinic JLM to address specific Clinic issues	Cuts our Joint Labor management meetings to only 4 times a year
	Empower all non-nursing Joint Labor Management Committees to build and approve staffing plans for each job class	Decrease by half the amount of notice management must give us when they are making changes to our working conditions
<b>Racial Justice and Equity and Inclusion</b>	New partnership to address systemic oppression, discrimination, and bias at work	Strike our union seat on the Equity, Diversity, and Inclusion committee

# We told the HMC Board of Trustees: We Partnered for Our Values in Olympia, Let's Partner for Our Values for Our Next Contract

After our ALNW bargaining session management brought over 30 items to eliminate from our existing contract, we knew we couldn't approach this bargaining as business as usual. We met with the Harborview Board of Trustees to explain that we partnered with UW in Olympia and were pivotal in securing \$20 million for patient care at Harborview to be spent on recruiting and retaining highly skilled, dedicated healthcare workers for our community. We were clear with them our expectation is that money be put back into the workers in the form of UW parity, recruitment and retention, Equity and Inclusion, staffing and wages that allow us to work in Seattle and we get this thru a spirit of collaboration and in a timely manner. We won't accept any takeaways that erode our values and they need to come prepared to collaborate with us in the spirit of the mission and needs of our community. We are united as one Harborview and we are prepared to fight for the priorities of everyone.



"I've work in 4W rehab for nearly five years now. The 4W nurses know how much better their day can be when they get an uninterrupted break but only

because they float to break relief nurse floors. We are asking for the break relief nurse program to expand to 4W rehab and stop this unfair, unequal practice, improve our care of our patients, reduce staff burn out and improve patient safety and ultimately patient outcomes. We need management to invest in all units and all job classes."

**Peter Njoroge, RN, 4WH Rehab**



"As a team, we give expert and high quality care to the patients in the region. So I ask why does pay disparity exist between the UWMC and HMC? We have

the same training and skills, we work with the same physicians, attend the same conferences and have even taken care of the same patients. We have a recruitment and retention problem in our Pharmacy Technician unit, sometimes as much as six inpatient pharmacy techs down creating a delay in care and discharges. We are proposing wages that retain and recruit for this highly respected unit."

**Katy Brehe, RN, 9MB TSICU**



"ALNW is integral part of the health and safety of our community. They mobilize the expertise of Harborview, act as the face of our organization, while maintaining

the mission throughout the WAMI region. We believe they are part of our Harborview family. We stand in solidarity with them and won't accept management's takeaways."

**Annika Garman, Inpatient Registered Dietician**

## We're Spreading the Word about our Bargaining Priorities to Elected Officials

As Harborview healthcare workers, we know the value of having relationships with our elected officials. They need to hear our experiences as workers and caregivers at the level one trauma safety net hospital so they can help us to ensure the quality care our community deserves. Airlift NW Flight RN Kris Bauer met with Dow Constantine at his annual luncheon to share our bargaining values and priorities and the complete disregard for those values by the UW.

State Representative Nicole Macri, our representative for Harborview's legislative district, heard our concerns when she met with our ALNW members and others and told UW, "I respectfully ask you to reconsider any proposals that include takeaways. Please work in good faith with workers to bargain fairly, and in pursuit of shared interests around patient care and good jobs".



## We are Standing Up for Our Patients by Reporting Short Staffing

We know that safe staffing is essential to providing exceptional care to the community. When we report short staffing using the new Nurse Short Staffing Report form on every desktop at HMC, we are using our voice to advocate for safer staffing that we know our patients depend on. Each of us can now find the short staffing form on the desktop of every computer at Harborview. Our nurse staffing committee reviews each incident and works to resolve so our patients get the care they need, when they need it.

Reporting short staffing events makes your contribution to safe patient care and quality of life for all of us!

