



Our Union is our protection for Patient Care

Our union voice has raised standards of patient care and ensures our community has access to care. Harborview has the right mission to “Put Patients First” for our community. **As a union of healthcare workers, we are the compass that guides the University back to Harborview’s mission when they become attracted to profit driven trends in healthcare.**

- We’ve expanded break programs that ensure we are alert and our patients receive the same high standard of care all day long
- We’ve passed laws that will ensure all patients in Washington State, at Harborview and elsewhere, have the same standard of care all day long
- We’ve stopped the University from closing clinics that provide care for our mission population
- We won language ensuring Harborview will staff to our matrices.
- We secured \$20 million dollars in additional state funding to recruit and retain excellent caregivers and maintain our community’s access to unique care.

We have a union so we can stop management from implementing their proposed cuts to patient care. Our union voice and collective strength will drive advancements in patient care.

Management says bargaining is a give and take means we have to cut care in some areas to improve standards in others. We are united and prepared to engage in a back and forth discussion on the right way to improve care everywhere and improve jobs in our community. We will not allow the University to erode standards that we have fought for that improve the quality of care.

That’s why we stood together to deliver the values guiding our bargaining proposals to CEO, Paul Hayes. **With representation from units across the hospital, we shared our vision for a more equitable and inclusive Harborview.** Our vision includes valuing our work the same as our colleagues at UW Medicine, wages that allow us to live in the community we serve, and a voice in decisions that impact our patients care. We will be tireless in advocating for our community and patients, not only maintain access to excellent care but constantly improve our standards of care

Management’s Proposals take us backwards

Change our schedules with little notice

Close patient care services without our input

Silence our voices to advocate for our patients in JLMs

Eliminate guarantees for break relief

Eliminate our ability to hold administration accountable to our staffing plans

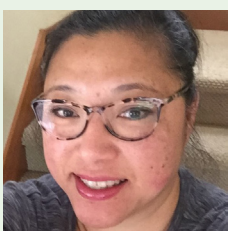
Force us to drive back and forth between our homes and the hospital for call shifts with no recognition of our time

Limit time we have to address changes in working conditions

Further disenfranchise our voice to addressing racism, discrimination, and harassment in the workplace

Decreases our rest between long shifts from 12 hours to 8 hours

Deny and limit the accrual of comp time



“This was my first union action. I felt real solidarity with all my HMC colleagues from many different clinical areas that marched together to present Paul Hayes with our unity petition. We showed our leadership, that our members stand together with one voice in support of our bargaining team and the bargaining priorities that have been brought to the table.” **Wen Pei Ridenour, Charge RN, 2EH NICU**



“We worked with the UW and the state to free up more money for Harborview, yet at the outset of bargaining they had multiple ALNW takeaways. We are in a robust economy and Harborview is making money. We feel disrespected and not valued for our work and commitment to our patients. We felt it was imperative to communicate this to our CEO, Paul Hayes. So we gathered over 70 healthcare workers to express our urgency in our negotiations.” **Shinae Kim, RN, APA**

We put an end to the adjustable matrices in the ICUs!

When ICU nurses noticed patient safety threats from the unapproved adjustable matrix we knew we had to take action. **Our actions and supermajority petition won an ICU Staffing Solutions meeting where we eliminated the Adjustable Matrix for ICU units!** It was our actions and solidarity that demanded our voice in staffing be heard and our unity won an end to this practice. Frontline ICU nurses know that our voice is essential to how our units function and we told management that we won't accept cuts to staffing that compromises quality of care. We told them: Fund your Level One premier Pacific Northwest Trauma Center, and use our charge nurses as the frontline leaders because it is us who are the voice of the patient. Healthcare workers need to have a stronger voice in our staffing plans to ensure that we have the necessary resources to provide that excellent patient care that our community depends on, and management needs to staff to it.



“We call on management to do better at partnering with us, instead of what we’ve been seeing which is implementing top down strategies that prioritize money over the needs of people: staff and patients. Trust in us as union members to advocate for better standards!”
Michael Trumbly, RN, MCICU

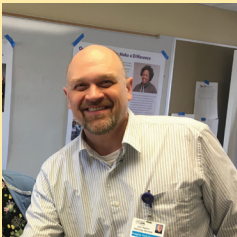
1% is not enough

We secured \$20 million in additional funds from the state legislature over the next 2 years, the University of Washington can afford to do better. Harborview is financially secure and we made sure they have the resources to invest in our patients by investing in us. We need investments that allow us to recruit and retain the best caregivers in the region. One percent would not even cover the pay cut via premiums takeaways for those of us at Airlift Northwest.



“We were offered a 1% increase and no other increases. I know we are better than that. We provide excellent care at a Level 1 Trauma Center managed by a prestigious university. **We serve our mission population and don’t get paid the same as folks at UW, that’s not ok.** We need to stand together to fix

it! Management needs to need be respectful of the care we provide and give us a wage proposal that values the work we do!” **Linda Wilson, Lead Respiratory Care Practitioner**



“I can say with great confidence that we, the members of 1199, are all united and motivated to get to an agreement before June 30th. **We’re committed to work with management to address issues of parity within UW Medicine, obtain a voice in staffing decisions, and find coverage for everyone’s break**

and lunch. We’re hopeful management feels the same urgency we do. Management’s first offer of 1% and 1% with no increases to premiums, which haven’t been adjusted in over a decade, doesn’t impart a sense of urgency.”

John Ralston, Imaging Supervisor

DID YOU KNOW? Acts of Kindness Can Actually Make You Healthier!

Celebrate SmartHealth Week – Acts of Kindness, June 3-9

Research shows that carrying out acts of kindness for others can have a range of benefits for your mental, emotional and physical health. Especially in today’s political atmosphere, which is too often lacking understanding and empathy for others, acts of kindness can be a reinvigorating way to make a positive impact on our world.

Of course, as healthcare workers who care for the most vulnerable in our community, we practice kindness every day through the work we do. And when we’re active in our union, our solidarity creates positive systemic change for working people. Now there’s a way to contribute even further.

SmartHealth Week – Acts of Kindness from June 3 – 9 offers ways to express kindness at work, at home, and in our communities. Starting June 3, log on to smarthealth.hca.wa.gov to join an Act of Kindness activity:

- Team Activity: Together is what we do best – donate to a food bank (earn 150 SmartHealth points)
- Individual Activity: Be the one! Share kindness. (earn 100 SmartHealth points)

SmartHealth Week gives us another opportunity to spread kindness and inspire others to do the same!

Extremist group coming to Harborview means We need to stand strong

We know the difference our union makes: because of our contract we have won increases to our wages that are helping us recruit and retain staff. One special interest, the billionaire-funded extremist Freedom Foundation, sees that we’re winning and wants to break our unity and stop the work we’re doing to improve care.

The Freedom Foundation filed a public records request for all Harborview staff’s first name, middle initial, last name, job classification, hire date, and work email. This information has been released by the state.

When the Freedom Foundation uses this information to contact you, please let your union delegate or organizer know. They will be trying to use false information to entice us to quit our union, undermine our strong voice for safe staffing and better wages, and weaken our organization. We won’t fall for their lies.

Our voluntary Healthcare Leadership Fund is how we elect public officials, not our dues. That’s how we were able to pass our groundbreaking Breaks and Overtime bill! Let your delegate know if you want to join our Healthcare Leadership Fund.

Staying Stronger Together

It takes all of us working together to keep our union strong so we can win on staffing, wages and benefits, and safety. If we’re not all in the union together management will try to rollback what we’ve won.

Here’s what we can do to keep our union strong:
Commit to keeping our union strong. If you haven’t done so already, fill out a new union card at <https://joinsei1199nw.org> and do your part to stay united.

Talk to your co-workers now about why you’re staying in the union and what we’ve won together. Connect with your delegate and Executive Board leader about what we can do next.

Watch for mail, phone calls, or visits to your house from the Freedom Foundation about dropping your union dues.
Don’t be fooled: tell the Freedom Foundation that you’re staying union strong.